

PLAINTIFFS' EXHIBIT 4 (PX004)

PART A

2019 Annual Poultry Industry Compensation and Benefits Survey Final Report

All data was reported as of: January 7, 2019

Prepared by:

May 2019

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TABLE OF CONTENTS

	<u>Page</u>
I. Participants	
II. Compensation Data by Position	
1A: Complex Manager (>1,000 ee's)	II-3
1B: Complex Manager (<1,000 ee's)	II-4
2A: Live Production Head (Single incumbent)	II-5
2B: Live Production Head (Multiple incumbents)	II-6
3A: Feed Mill Head (>100 tons/hr)	II-7
3B: Feed Mill Head (<100 tons/hr)	II-8
4: Feed Mill Supervisor (1 level)	II-9
5: Hatchery Head (1 level)	II-10
6: Hatchery Supervisor (1 level)	II-11
7A: Breeder Growout Head (>801K)	II-12
7B: Breeder Growout Head (<801K)	II-13
8: Breeder Technical Advisor (1 level)	II-14
9A: Broiler Growout Head (>12M)	II-15
9B: Broiler Growout Head (<12M)	II-16
10: Broiler Advisor Tech (1 level)	II-17
11A: Fresh Processing Plant Manager (Kill Plt) (>1,000 ee's)	II-18
11B: Fresh Processing Plant Manager (Kill Plt) (<1,000 ee's)	II-19
12A: Further Processing Plant Manager (>500 ee's)	II-20
12B: Further Processing Plant Manager (<500 ee's)	II-21
13: First Line Supervisor (1 level)	II-22
14: Processing Shift/Unit Manager (1 level)	II-23
15A: Waste Water Head-Pretreatment	II-24
15B: Waste Water Head-Biological	II-25
16: Live Haul Manager (1 level)	II-26
17: Sanitation Head (1 level)	II-27
18: Plant Maintenance Head (1 level)	II-28
19: Plant Maintenance Supervisor (1 level)	II-29
20A: Plant QA/QC Head (1 level)	II-30
20B: Feed Mill QA/QC Head (1 level) Not surveyed	
21: Rendering/Protein Conversion Head (1 level) Not surveyed	
22A: Rendering Plant Manager (1 level)	II-31
22B: Rendering/Protein Conversion Supervisor (1 level)	II-32
23: HACCP Coordinator (1 level)	II-33
24A: Plant Nurse Supervisor (1 level)	II-34
24B: Plant Staff Nurse / EMT (BSN / RN Certification)	II-35
24C: Plant Staff Nurse / EMT (LVN / LPN / EMT skill level)	II-36

TABLE OF CONTENTS - Continued

	<u>Page</u>
II. Compensation Data by Position	
25A: Complex HR Head (>1,000 ee's)	II-37
25B: Complex HR Head (<1,000 ee's)	II-38
26A: Plant HR Head (>1,000)	II-39
26B: Plant HR Head (<1,000)	II-40
27: Plant Process Engineer (1 level)	II-41
28: Manager/Director of Veterinary Services (1 level)	II-42
29: Sales Director (1 level)	II-43
30: Regional/National Account (Sales) Manager (1 level)	II-44
31: Account (Sales) Representative (1 level)	II-45
32A: Plant Safety Manager (1 level)	II-46
32B: Complex Safety Manager (1 level)	II-47
33A: Top QC Position (Executive level)	II-48
33B: Top QC Position (Director level)	II-49
34: Food/Ingredient Buyer (1 level)	II-50
35: HR Shift Supervisor (1 level)	II-51
36: QA Supervisor (1 level)	II-52
37: Production Superintendent (1 level)	II-53
38: Cost/Plant Accountant (1 level)	II-54
39: Logistics Coordinator (1 level)	II-55
40: Human Resources Multi-Region/Multi-Complex (1 level)	II-56
III. Benefits	
A. Pension – Defined Benefit	III-2
B. Pension – Defined Contribution	III-2
C. Flexible Benefits Plans	III-3
D. Life Insurance	III-5
E. Accidental Death & Dismemberment	III-7
F. Long-Term Disability	III-8
G. Short-Term Disability	III-9
H. Sick Leave	III-12
I. Holidays	III-12
J. Vacation Policy	III-13
K. Vehicle Policy	III-15
L. Health Plan Cost Sharing Strategies	III-17
M. Group Health – Domestic Partner Coverage	III-19
N. Group Health – Paternity Leave	III-19
O. Group Health – Autism Spectrum Disorder	III-19

TABLE OF CONTENTS - Continued

	<u>Page</u>
III. Benefits - continued	
P. Group Health – Reimbursement Accounts	III-20
Q. Group Health – Wellness/Prevention/Special Programs	III-21
R. Medical Insurance	III-25
S. Dental Plans	III-42
T. Vision Plans	III-48
IV. Merit Budget / Salary Range Changes	
A. Salary Merit Increases	IV-1
B. Salary Range Movement	IV-1
C. Salary Range Adjustment Date	IV-2
V. General Questionnaire Findings	
A. Incentive Compensation Plans	V-3
B. Poultry Processing Plant Average Rates	V-5
C. Human Resources Functions – Outsourcing & Staffing	V-32
D. Starting Salaries Paid For a BA/BS Degree	V-34
E. Titling	V-35
F. Plant Turnover	V-53

APPENDIX

2019 Poultry Survey Questionnaire

2019 Poultry Industry Compensation and Benefits Survey

I. PARTICIPANTS

On the following pages is a listing of the organizations participating in the 2019 Poultry Industry Compensation and Benefits Survey. This year the survey had 13 organizations participating—four less than last year. (Allen Harim Foods, George's, Keystone Foods, and Simmons Foods declined to participate.)

The participating organizations indicated that they are currently operating as a:

<u>Entity</u>	<u>No. of Organizations</u>
Division	3
Subsidiary	1
Independent	9
Total:	13

Poultry sales volumes can be summarized as:

<u>Sales Volume</u>	<u>No. of Organizations</u>
Over \$5,000,000,000	6
\$1,000,000,000 to \$5,000,000,000	2
\$500,000,000 to \$1,000,000,000	4
Under \$500,000,000	1
Total:	13

Total Employment – Poultry Operations:

75th Percentile	15,200
Median	6,987
Average	12,039
25th Percentile	3,246

2019 Poultry Industry Compensation and Benefits Survey

Total Number of Employees

	Salaried	Non-Union Hourly Production
75th Percentile	1,774	11,872
Median	846	3,223
Average	1,328	8,208
25th Percentile	330	2,739

State Location

Salaried		Non-Union Hourly Production	
State	# Cos	State	# Cos
Alabama	4	Alabama	4
Arizona	1	Arkansas	5
Arkansas	5	California	5
California	6	Colorado	4
Colorado	4	Delaware	2
Delaware	2	Florida	4
Florida	5	Georgia	6
Georgia	9	Illinois	3
Hawaii	1	Indiana	2
Illinois	5	Iowa	3
Indiana	2	Kansas	3
Iowa	3	Kentucky	3
Kansas	3	Louisiana	2
Kentucky	4	Maryland	2
Louisiana	2	Michigan	1
Maryland	4	Minnesota	2
Michigan	2	Mississippi	3
Minnesota	3	Missouri	4

2019 Poultry Industry Compensation and Benefits Survey

State Location – continued

Salaried		Non-Union Hourly Production	
State	# Cos	State	# Cos
Mississippi	3	Nebraska	2
Missouri	4	Nevada	1
Nebraska	2	New Jersey	1
Nevada	1	New York	1
New Jersey	2	North Carolina	7
New York	2	Ohio	3
North Carolina	7	Oklahoma	2
Ohio	5	Oregon	1
Oklahoma	2	Pennsylvania	3
Oregon	1	South Carolina	6
Pennsylvania	4	South Dakota	1
South Carolina	5	Tennessee	4
South Dakota	1	Texas	4
Tennessee	4	Vermont	1
Texas	5	Virginia	4
Vermont	1	Washington	3
Virginia	5	West Virginia	2
Washington	3	Wisconsin	3
West Virginia	2		
Wisconsin	4		

2019 Poultry Industry Compensation and Benefits Survey

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2019 Poultry Industry Compensation and Benefits Survey

II. COMPENSATION DATA BY POSITION

On the following pages of this section is a listing of each surveyed position and the aggregated data for that position.

For each position, data is shown indicating:

- Description of the position
- Number of companies reporting (against that title)
- Number of incumbents reported (from all reporting companies)
- Percentage of incumbents receiving a bonus (from the total number reported)
- Percentage of organizations reporting the position as bonus eligible
- Percentage of organizations reporting a job match larger or smaller than the survey job
- The pay level for the position at the:
 - 90th Percentile
 - Q3 or 75th Percentile
 - Median
 - Average
 - Weighted Average (shown only if no company accounts for more than 25% of the incumbents reported)
 - Q1 or 25th Percentile
 - 10th Percentile

For each of the above, data is presented relative to:

- Base salary
- Bonus pay (the average bonus paid for the last twelve months) for all positions, whether bonus eligible or not
- Bonus eligible pay (the average bonus paid for the last 12 months for those actually receiving a bonus)
- Total compensation (base salary plus average bonus) for all positions, whether bonus eligible or not
- Actual incentive percent (the average bonus paid as a percent of base compensation)
- Target opportunity percent (the target opportunity as a percent of base compensation)

2019 Poultry Industry Compensation and Benefits Survey

- Maximum opportunity percent (the maximum opportunity as a percent of base compensation)
- Base salary policy (minimum, midpoint and maximum)

If a cell is blank there was insufficient data reported back to WMS to perform a given calculation. Below each column is a number. This number indicates the number of organizations reporting data for the column above the number. If less than five (5) companies reported data, the cell has been left blank intentionally to ensure data confidentiality is protected and that the survey is in compliance with the Safe Harbor Guidelines.

The name of your organization is at the top of each page. Under the aggregated data described above, you will find an indication of the title and data you reported against the survey's position description. This will allow you to easily see how your pay is positioned relative to the databank.

2019 POULTRY INDUSTRY COMPENSATION SURVEY

COMPENSATION RANGES BY SURVEY JOB TITLE

Pitman Farms

JOB CODE: **01A** SURVEY TITLE: **Complex Manager (>1000 ee's)**

Number of Organizations Reporting: **8** Percentage of Organizations Reporting Job Match Larger Than Survey Job : **0.0**

Number of Incumbents Reported: **36** Percentage of Organizations Reporting Job Match Smaller Than Survey Job : **12.5**

Percentage of Incumbents Receiving Bonus Pay : **102.8** Percentage of Organizations Reporting Job As Bonus Eligible: **100.0**

	BASE SALARY	ALL ORGS BONUS	BONUS		TOTAL COMP.	ACTUAL INCT%	TARGET OPP%	MAX OPP %	BASE SALARY POLICY	
			PAID ONLY ORGS	ORGS					MINIMUM	MIDPOINT MAXIMUM
90th										
Q3	202.8	114.2	114.2		310.5	58.2	50.0	75.0	159.2	185.9 233.8
MEDIAN	192.3	74.5	74.5		262.9	45.8	35.0	70.0	135.2	185.8 215.4
AVERAGE	189.5	80.5	80.5		270.0	42.5	40.6	65.7	142.6	178.3 213.1
WGT. AVG.	196.8	76.2	76.2		273.0	38.7				
Q1	182.1	43.9	43.9		230.3	22.4	31.5	60.0	130.1	169.0 202.8
10th										
# of Cos. Rptg:	8	8	8		8	8	8	7	7	7

* No Data Reported

Responsible for overall planning, directing, control, and profitability of a poultry operation complex from live production to final plant processing, and/or responsible for more than one facility. Has one or more subordinate Plant Managers. Complex Managers responsible for multiple cook facilities may be reported against this title.

A. More than 1,000 employees

II - 3

WMS & Company, Inc.

PITMAN00393

2019 POULTRY INDUSTRY COMPENSATION SURVEY

COMPENSATION RANGES BY SURVEY JOB TITLE

Pitman Farms

JOB CODE: **01B** SURVEY TITLE: **Complex Manager (<1000 ee's)**

Number of Organizations Reporting: **2** Percentage of Organizations Reporting Job Match Larger Than Survey Job : **0.0**

Number of Incumbents Reported: **67** Percentage of Organizations Reporting Job Match Smaller Than Survey Job : **11.1**

Percentage of Incumbents Receiving Bonus Pay : **95.5** Percentage of Organizations Reporting Job As Bonus Eligible: **88.9**

	BASE SALARY	ALL ORGS BONUS	BONUS PAID ONLY ORGS	TOTAL COMP.	ACTUAL INCT%	TARGET OPP%	MAX OPP %	BASE SALARY POLICY	
								MINIMUM	MIDPOINT MAXIMUM
90th									
Q3	207.4	80.7	86.6	263.0	49.6	47.0	70.0	150.2	185.8 233.8
MEDIAN	181.1	63.5	64.3	257.0	31.7	35.0	60.0	135.2	172.6 223.0
AVERAGE	183.4	58.7	66.0	242.1	33.7	36.9	60.7	140.6	177.7 214.0
WGT. AVG.									
Q1	164.1	46.1	48.0	217.7	22.4	26.5	50.0	125.0	169.0 188.8
10th									
# of Cos. Rptg:	9	9	8	9	9	8	7	7	7 7
* Complex Manager	200.0	0.0		200.0	0.0				

Responsible for overall planning, directing, control, and profitability of a poultry operation complex from live production to final plant processing, and/or responsible for more than one facility. Has one or more subordinate Plant Managers. Complex Managers responsible for multiple cook facilities may be reported against this title.

B. Fewer than 1,000 employees

II - 4

WMS & Company, Inc.

PITMAN00394

2019 POULTRY INDUSTRY COMPENSATION SURVEY

COMPENSATION RANGES BY SURVEY JOB TITLE

Pitman Farms

JOB CODE: 02A SURVEY TITLE: Live Production Head (Single Incumbent)

Number of Organizations Reporting: 8 Percentage of Organizations Reporting Job Match Larger Than Survey Job : 12.5

Number of Incumbents Reported: 8 Percentage of Organizations Reporting Job Match Smaller Than Survey Job : 0.0

Percentage of Incumbents Receiving Bonus Pay : 87.5 Percentage of Organizations Reporting Job As Bonus Eligible: 87.5

	BASE SALARY	ALL ORGS BONUS	BONUS PAID ONLY ORGS	TOTAL COMP.	ACTUAL INCT%	TARGET OPP%	MAX OPP %	BASE SALARY POLICY	
								MINIMUM	MIDPOINT MAXIMUM
90th									
Q3	322.4	145.8	149.2	434.6	56.8	50.0	100.0	184.7	
MEDIAN	224.4	77.7	105.8	328.0	27.1	40.0	75.0	166.5	
AVERAGE	262.8	87.1	99.6	349.9	33.4	39.3	75.6	169.5	
WGT. AVG.	262.8	87.1	99.6	349.9	33.4				
Q1	213.4	21.0	35.1	257.8	8.5	30.0	60.0	155.8	
10th									
# of Cos. Rptg:	8	8	7	8	8	7	7	5	4
* Live Production Manager	182.5	0.0		182.5	0.0				

This is the top live production position for the company covering all complexes/regions. Responsible for all live production activities company wide.

(Only report if responsible for multiple complexes/regions.)

A. Single Incumbent

II - 5

WMS & Company, Inc.

PITMAN00395

2019 POULTRY INDUSTRY COMPENSATION SURVEY

COMPENSATION RANGES BY SURVEY JOB TITLE

Pitman Farms

JOB CODE: **02B** SURVEY TITLE: **Live Production Head (Multiple Incumbents)**

Number of Organizations Reporting: **8** Percentage of Organizations Reporting Job Match Larger Than Survey Job : **0.0**

Number of Incumbents Reported: **61** Percentage of Organizations Reporting Job Match Smaller Than Survey Job : **25.0**

Percentage of Incumbents Receiving Bonus Pay : **100.0** Percentage of Organizations Reporting Job As Bonus Eligible: **100.0**

	BASE SALARY	ALL ORGS BONUS	BONUS PAID ONLY ORGS	TOTAL COMP.	ACTUAL INCT%	TARGET OPP%	MAX OPP %	BASE SALARY POLICY	
								MINIMUM	MIDPOINT MAXIMUM
90th									
Q3	172.1	42.9	42.9	209.5	32.5	34.0	60.0	112.2	148.0 189.7
MEDIAN	136.0	31.2	31.2	163.8	23.9	30.0	37.5	102.4	129.4 157.8
AVERAGE	148.9	47.5	47.5	196.3	28.3	28.6	47.4	106.2	135.7 165.9
WGT. AVG.									
Q1	118.6	25.7	25.7	146.1	21.3	17.7	30.0	95.7	118.4 138.0
10th									
# of Cos. Rptg:	8	8	8	8	8	8	7	8	8 8

* No Data Reported

This is the top position for all live operations covering multiple complexes. This position does not report to any higher live operations position; there may be multiples of this position in a company. Responsible for planning, organizing, directing, and controlling production activities to ensure development and delivery of top quality birds for processing on a least-cost basis. May also be responsible for establishing hatchery and breeder/broiler management programs and procedures to ensure overall production meets Complex and Division volume and cost objectives. In addition, directing all live haul, feed haul, and garage activities to ensure timely delivery of live bird for processing, the timely delivery of feed to growers, and the maintenance of vehicles and equipment in good

WMS & Company, Inc.

II - 6

PITMAN00396

2019 POULTRY INDUSTRY COMPENSATION SURVEY

COMPENSATION RANGES BY SURVEY JOB TITLE

Pitman Farms

JOB CODE: **03A** SURVEY TITLE: **Feed Mill Head (>100 tons/hr)**

Number of Organizations Reporting: **11** Percentage of Organizations Reporting Job Match Larger Than Survey Job : **9.1**

Number of Incumbents Reported: **62** Percentage of Organizations Reporting Job Match Smaller Than Survey Job : **0.0**

Percentage of Incumbents Receiving Bonus Pay : **100.0** Percentage of Organizations Reporting Job As Bonus Eligible: **100.0**

	BASE SALARY	ALL ORGS BONUS	BONUS PAID ONLY ORGS	TOTAL COMP.	ACTUAL INCT%	TARGET OPP%	MAX OPP %	BASE SALARY POLICY	
								MINIMUM	MIDPOINT MAXIMUM
90th	131.0	43.1	43.1	174.0	35.0	29.0	49.4	135.3	151.6 167.9
Q3	115.4	24.3	24.3	125.7	27.5	22.0	41.2	84.2	104.0 124.8
MEDIAN	95.4	17.6	17.6	112.6	17.4	20.0	31.0	70.0	85.7 103.3
AVERAGE	100.8	17.5	17.5	118.3	16.8	17.9	32.9	77.4	95.2 113.3
WGT. AVG.									
Q1	88.3	5.8	5.8	97.3	6.4	10.0	24.0	61.6	82.0 101.5
10th	80.4	3.3	3.3	90.0	3.5	7.6	18.2	55.3	70.8 82.1
# of Cos. Rptg:	11	11	11	11	11	11	10	10	10 10

* No Data Reported

Responsible for the operation of a feed manufacturing facility, may also include ingredient purchasing, outside sales and delivery of finished product to user.

A. Mixing capacity over 100 tons per hour

2019 POULTRY INDUSTRY COMPENSATION SURVEY

COMPENSATION RANGES BY SURVEY JOB TITLE

Pitman Farms

JOB CODE: **03B** SURVEY TITLE: **Feed Mill Head (<100 tons/hr)**

Number of Organizations Reporting: **10** Percentage of Organizations Reporting Job Match Larger Than Survey Job : **0.0**

Number of Incumbents Reported: **73** Percentage of Organizations Reporting Job Match Smaller Than Survey Job : **0.0**

Percentage of Incumbents Receiving Bonus Pay : **98.6** Percentage of Organizations Reporting Job As Bonus Eligible: **90.0**

	BASE SALARY	ALL ORGS BONUS	BONUS PAID ONLY ORGS	TOTAL COMP.	ACTUAL INCT%	TARGET OPP%	MAX OPP %	BASE SALARY POLICY	
								MINIMUM	MIDPOINT MAXIMUM
90th	108.3	24.5		113.6	27.5				
Q3	90.9	20.9	21.9	110.8	23.6	17.5	29.0	76.7	91.1 105.4
MEDIAN	88.7	6.8	7.6	97.2	8.0	12.0	21.3	65.2	83.2 102.2
AVERAGE	86.7	10.7	11.8	97.4	12.6	13.2	23.9	65.9	81.9 98.0
WGT. AVG.									
Q1	82.1	5.3	5.6	87.8	6.2	10.0	20.0	55.1	77.0 97.6
10th	62.4	0.4		71.0	0.5				
# of Cos. Rptg:	10	10	9	10	10	9	8	8	8
* Mill Manager	110.0	0.0		110.0	0.0				

Responsible for the operation of a feed manufacturing facility, may also include ingredient purchasing, outside sales and delivery of finished product to user.

B. Mixing capacity less than 100 tons per hour

2019 POULTRY INDUSTRY COMPENSATION SURVEY

COMPENSATION RANGES BY SURVEY JOB TITLE

Pitman Farms

JOB CODE: 04 SURVEY TITLE: Feed Mill Supervisor (1 level)

Number of Organizations Reporting: 12 Percentage of Organizations Reporting Job Match Larger Than Survey Job : 0.0

Number of Incumbents Reported: 116 Percentage of Organizations Reporting Job Match Smaller Than Survey Job : 0.0

Percentage of Incumbents Receiving Bonus Pay : 87.1 Percentage of Organizations Reporting Job As Bonus Eligible: 75.0

	BASE SALARY	ALL ORGS BONUS	BONUS PAID ONLY ORGS	TOTAL COMP.	ACTUAL INCT%	TARGET OPP%	MAX OPP %	BASE SALARY POLICY		
								MINIMUM	MIDPOINT	MAXIMUM
90th	74.6	6.8		75.5	12.7			63.1	71.1	84.6
Q3	59.3	3.9	4.5	63.1	7.3	11.6	15.0	51.4	61.7	70.6
MEDIAN	53.5	1.6	2.9	55.8	3.1	8.8	14.0	42.7	51.8	63.3
AVERAGE	55.9	2.2	3.0	58.1	4.2	8.8	13.0	44.9	55.3	66.3
WGT. AVG.										
Q1	51.3	0.2	0.9	52.2	0.3	5.3	10.0	37.9	48.7	60.5
10th	44.8	0.0		47.1	0.0			34.5	48.1	58.2
# of Cos. Rptg:	12	12	9	12	12	8	7	10	10	10
* Feed Mill Superintendent										
	77.3	0.0		77.3	0.0					

May report to Feed Mill Head, Superintendent or equivalent level. Responsible for direct supervision of hourly-paid Feed Mill production workers.

(Only one level)

2019 POULTRY INDUSTRY COMPENSATION SURVEY

COMPENSATION RANGES BY SURVEY JOB TITLE

Pitman Farms

JOB CODE: 05 SURVEY TITLE: Hatchery Head (>500K chicks/wk) (1 level)

Number of Organizations Reporting: 13 Percentage of Organizations Reporting Job Match Larger Than Survey Job : 0.0

Number of Incumbents Reported: 108 Percentage of Organizations Reporting Job Match Smaller Than Survey Job : 0.0

Percentage of Incumbents Receiving Bonus Pay : 88.0 Percentage of Organizations Reporting Job As Bonus Eligible: 84.6

	BASE SALARY	ALL ORGS BONUS	BONUS PAID ONLY ORGS	TOTAL COMP.	ACTUAL INCT%	TARGET OPP%	MAX OPP %	BASE SALARY POLICY	
								MINIMUM	MIDPOINT MAXIMUM
90th	111.1	17.4	18.9	117.4	23.6	29.0	49.0	89.4	129.9
Q3	83.8	11.7	13.0	95.9	15.4	20.0	33.0	62.7	99.0
MEDIAN	71.6	4.7	6.4	82.6	6.6	15.0	26.3	59.0	89.1
AVERAGE	78.8	7.1	8.4	85.9	9.2	15.8	27.2	63.1	93.6
WGT. AVG.									
Q1	70.0	3.4	3.5	74.2	4.8	10.0	19.0	55.3	82.5
10th	65.9	0.0	3.3	68.6	0.0	7.6	14.1	52.8	75.8
# of Cos. Rptg:	13	13	11	13	13	11	10	11	11
* Hatchery Manager	102.3	0.0		102.3	0.0				

Responsible for directing operations which includes receipt of fertile egg, traying, debeaking, vaccination, grading, and placement of baby chicks at growout. Hatchery volume of more than 500K chicks per week. If less than 500K chicks, please note on the sheet.

(Only one level)

II - 10

WMS & Company, Inc.

PITMAN000400

2019 POULTRY INDUSTRY COMPENSATION SURVEY

COMPENSATION RANGES BY SURVEY JOB TITLE

Pitman Farms

JOB CODE: 06 SURVEY TITLE: Hatchery Supervisor (1 level)

Number of Organizations Reporting: 2 Percentage of Organizations Reporting Job Match Larger Than Survey Job : 0.0

Number of Incumbents Reported: 88 Percentage of Organizations Reporting Job Match Smaller Than Survey Job : 0.0

Percentage of Incumbents Receiving Bonus Pay : 76.1 Percentage of Organizations Reporting Job As Bonus Eligible: 66.7

	BASE SALARY	ALL ORGS BONUS	BONUS PAID ONLY ORGS	TOTAL COMP.	ACTUAL INCT%	TARGET OPP%	MAX OPP %	BASE SALARY POLICY	
								MINIMUM	MIDPOINT MAXIMUM
90th									
Q3	53.8	2.5	2.7	55.5	5.0	10.6	20.0	44.2	54.3 65.2
MEDIAN	51.8	1.2	2.4	51.8	2.7	8.8	14.0	40.1	51.3 62.9
AVERAGE	50.4	1.2	2.2	51.6	2.6	8.4	14.2	40.5	51.3 62.6
WGT. AVG.									
Q1	45.2	0.0	1.5	47.0	0.0	5.8	8.5	37.5	47.1 59.9
10th									
# of Cos. Rptg:	9	9	5	9	9	6	5	8	8 8

* No Data Reported

Responsible for the direct supervision of hourly-paid employees in the vaccination debeaking area.

(Only one level)

2019 POULTRY INDUSTRY COMPENSATION SURVEY

COMPENSATION RANGES BY SURVEY JOB TITLE

Pitman Farms

JOB CODE: 07A SURVEY TITLE: Breeder Growout Head (>800K)Number of Organizations Reporting: 10 Percentage of Organizations Reporting Job Match Larger Than Survey Job : 10.0Number of Incumbents Reported: 46 Percentage of Organizations Reporting Job Match Smaller Than Survey Job : 0.0Percentage of Incumbents Receiving Bonus Pay : 91.3 Percentage of Organizations Reporting Job As Bonus Eligible: 90.0

	BASE SALARY	ALL ORGS BONUS	BONUS PAID ONLY ORGS	TOTAL COMP.	ACTUAL INCT%	TARGET OPP%	MAX OPP %	BASE SALARY POLICY	
								MINIMUM	MIDPOINT MAXIMUM
90th	116.7	19.8		132.5	25.2				
Q3	107.5	17.6	17.9	115.0	17.0	20.0	38.4	83.8	99.0 119.2
MEDIAN	87.2	8.4	10.9	98.6	8.9	15.0	31.0	67.0	89.0 103.5
AVERAGE	90.4	9.9	11.0	100.3	11.0	15.9	31.1	70.9	89.9 107.6
WGT. AVG.									
Q1	76.4	5.2	5.4	89.0	5.1	12.5	23.0	61.8	76.9 90.7
10th	67.8	0.5		71.2	0.5				
# of Cos. Rptg:	10	10	9	10	10	9	8	9	9 9

* No Data Reported

Responsible for providing direction to functions extending from receipt of live chicks, pullet growout operations, placement on breeder farm, and collection of eggs; may also include delivery of eggs to hatchery.

A. On average, breeder bird inventory over 800K

2019 POULTRY INDUSTRY COMPENSATION SURVEY

COMPENSATION RANGES BY SURVEY JOB TITLE

Pitman Farms

JOB CODE: **07B** SURVEY TITLE: **Breeder Growout Head (<800K)**

Number of Organizations Reporting: **7** Percentage of Organizations Reporting Job Match Larger Than Survey Job : **0.0**
 Number of Incumbents Reported: **49** Percentage of Organizations Reporting Job Match Smaller Than Survey Job : **0.0**
 Percentage of Incumbents Receiving Bonus Pay : **89.8** Percentage of Organizations Reporting Job As Bonus Eligible: **71.4**

	BASE SALARY	ALL ORGS BONUS	BONUS PAID ONLY ORGS	TOTAL COMP.	ACTUAL INCT%	TARGET OPP%	MAX OPP %	BASE SALARY POLICY	
								MINIMUM	MIDPOINT MAXIMUM
90th									
Q3	96.8	16.0	17.3	101.5	19.5	25.0		67.0	85.0 105.1
MEDIAN	84.4	5.0	10.3	98.0	6.4	15.0		64.2	79.2 91.0
AVERAGE	85.7	7.8	10.9	93.5	9.2	16.4		62.6	79.7 94.0
WGT. AVG.									
Q1	77.8	0.0	4.9	82.8	0.0	8.5		59.1	74.2 84.3
10th									
# of Cos. Rptg:	7	7	5	7	7	5	4	6	6
* Breeder Manager	99.9	0.0		99.9	0.0				

Responsible for providing direction to functions extending from receipt of live chicks, pullet growout operations, placement on breeder farm, and collection of eggs; may also include delivery of eggs to hatchery.

B. On average, breeder bird inventory less than 800K

2019 POULTRY INDUSTRY COMPENSATION SURVEY

COMPENSATION RANGES BY SURVEY JOB TITLE

Pitman Farms

JOB CODE: 08 SURVEY TITLE: Breeder Technical Advisor (1 level)

Number of Organizations Reporting: 12 Percentage of Organizations Reporting Job Match Larger Than Survey Job : 0.0

Number of Incumbents Reported: 406 Percentage of Organizations Reporting Job Match Smaller Than Survey Job : 0.0

Percentage of Incumbents Receiving Bonus Pay : 93.1 Percentage of Organizations Reporting Job As Bonus Eligible: 91.7

	BASE SALARY	ALL ORGS BONUS	BONUS PAID ONLY ORGS	TOTAL COMP.	ACTUAL INCT%	TARGET OPP%	MAX OPP %	BASE SALARY POLICY	
								MINIMUM	MIDPOINT MAXIMUM
90th	65.2	8.5	9.0	73.6	13.1	29.0	48.0	59.1	66.0 74.6
Q3	56.6	4.2	4.4	60.2	7.0	15.0	23.0	48.0	57.9 70.0
MEDIAN	55.4	2.6	2.6	57.5	4.8	10.0	15.0	43.3	54.8 66.5
AVERAGE	54.9	2.9	3.2	57.8	5.1	12.2	18.9	45.1	55.3 66.0
WGT. AVG.									
Q1	50.0	1.3	1.5	51.3	2.7	6.0	10.8	38.9	51.4 61.8
10th	47.4	0.0	0.3	49.1	0.1	5.0	6.4	36.3	46.3 54.0
# of Cos. Rptg:	12	12	11	12	12	11	10	11	11 11

* No Data Reported

Responsible for the movement of pullets, field vaccinations and medication, and hen productivity; may also include gathering and transportation of eggs and hatchability. (Does not include trainees.) Companies with more than one range report weighted average.

(Only one level)

2019 POULTRY INDUSTRY COMPENSATION SURVEY

COMPENSATION RANGES BY SURVEY JOB TITLE

Pitman Farms

JOB CODE: **09A** SURVEY TITLE: **Broiler Growout Head (>12M)**

Number of Organizations Reporting: **8** Percentage of Organizations Reporting Job Match Larger Than Survey Job : **0.0**

Number of Incumbents Reported: **61** Percentage of Organizations Reporting Job Match Smaller Than Survey Job : **0.0**

Percentage of Incumbents Receiving Bonus Pay : **95.1** Percentage of Organizations Reporting Job As Bonus Eligible: **87.5**

	BASE SALARY	ALL ORGS BONUS	BONUS PAID ONLY ORGS	TOTAL COMP.	ACTUAL INCT%	TARGET OPP%	MAX OPP %	BASE SALARY POLICY	
								MINIMUM	MIDPOINT MAXIMUM
90th									
Q3	131.7	15.0	15.9	140.8	12.8	25.0	45.1	72.3	90.4 111.0
MEDIAN	85.0	7.4	7.6	97.3	7.6	15.0	30.0	64.2	79.3 94.1
AVERAGE	96.9	9.2	10.5	106.1	9.6	17.0	30.5	67.4	86.1 102.8
WGT. AVG.									
Q1	75.9	4.6	4.7	81.5	5.0	10.0	15.0	59.5	72.5 84.4
10th									
# of Cos. Rptg:	8	8	7	8	8	7	6	7	7

* No Data Reported

Responsible for giving direction to the location and selection of contract growers and to the broiler service operation. Typically, Broiler Advisor Technicians and/or Field Managers report to this position.

A. On average, broiler bird inventory over 12M

II - 15

WMS & Company, Inc.

PITMAN000405

2019 POULTRY INDUSTRY COMPENSATION SURVEY

COMPENSATION RANGES BY SURVEY JOB TITLE

Pitman Farms

JOB CODE: **09B** SURVEY TITLE: **Broiler Growout Head (<12M)**

Number of Organizations Reporting: **6** Percentage of Organizations Reporting Job Match Larger Than Survey Job : **0.0**

Number of Incumbents Reported: **66** Percentage of Organizations Reporting Job Match Smaller Than Survey Job : **0.0**

Percentage of Incumbents Receiving Bonus Pay : **92.4** Percentage of Organizations Reporting Job As Bonus Eligible: **83.3**

	BASE SALARY	ALL ORGS BONUS	BONUS		TOTAL COMP.	ACTUAL INCT%	TARGET OPP%	MAX OPP %	BASE SALARY POLICY	
			PAID ONLY	ORGS					MINIMUM	MIDPOINT MAXIMUM
90th										
Q3	91.5	12.2	15.2		105.6	14.0	20.0		65.6	84.2 104.0
MEDIAN	85.4	5.8	7.3		94.1	6.4	15.0		60.8	74.5 89.1
AVERAGE	85.1	7.5	9.0		92.6	8.8	14.4		60.0	77.7 93.1
WGT. AVG.										
Q1	78.0	2.4	3.6		78.6	3.3	8.5		54.0	72.8 84.3
10th										
# of Cos. Rptg:	6	6	5		6	6	5	4	5	5

* No Data Reported

Responsible for giving direction to the location and selection of contract growers and to the broiler service operation. Typically, Broiler Advisor Technicians and/or Field Managers report to this position.

B. On average, broiler bird inventory less than 12M

2019 POULTRY INDUSTRY COMPENSATION SURVEY

COMPENSATION RANGES BY SURVEY JOB TITLE

Pitman Farms

JOB CODE: 10 SURVEY TITLE: Broiler Advisor Tech (1 level)

Number of Organizations Reporting: 12 Percentage of Organizations Reporting Job Match Larger Than Survey Job : 0.0

Number of Incumbents Reported: 740 Percentage of Organizations Reporting Job Match Smaller Than Survey Job : 0.0

Percentage of Incumbents Receiving Bonus Pay : 90.8 Percentage of Organizations Reporting Job As Bonus Eligible: 83.3

	BASE SALARY	ALL ORGS BONUS	BONUS PAID ONLY ORGS	TOTAL COMP.	ACTUAL INCT%	TARGET OPP%	MAX OPP %	BASE SALARY POLICY		
								MINIMUM	MIDPOINT	MAXIMUM
90th	58.9	6.5	7.2	61.3	13.3	24.5		49.2	61.6	74.2
Q3	54.9	2.8	3.3	58.1	5.7	16.5	20.0	43.4	53.6	66.5
MEDIAN	51.4	2.2	2.4	53.3	3.8	10.0	15.0	41.7	51.3	61.3
AVERAGE	51.8	2.2	2.7	54.0	4.3	11.6	18.4	41.2	51.6	62.7
WGT. AVG.	52.6	1.7	1.9	54.3	3.3					
Q1	48.0	0.4	1.3	50.4	0.9	5.8	10.5	38.6	48.1	59.9
10th	45.9	0.0	0.2	46.9	0.0	5.0		33.2	45.8	53.3
# of Cos. Rptg:	12	12	10	12	12	10	9	10	10	10
* Field Technician	48.0	0.0		48.0	0.0					

Responsible for bird mortality, feed conversion, sizing, and scheduling. May also include accountability for vaccination, finding and signing contract growers, and other related activities. (Does not include trainee.)

(Only one level)

2019 POULTRY INDUSTRY COMPENSATION SURVEY

COMPENSATION RANGES BY SURVEY JOB TITLE

Pitman Farms

JOB CODE: 11A SURVEY TITLE: Fresh Processing Plant Mgr (Kill Plt>1000 ee's)

Number of Organizations Reporting: 11 Percentage of Organizations Reporting Job Match Larger Than Survey Job : 0.0

Number of Incumbents Reported: 76 Percentage of Organizations Reporting Job Match Smaller Than Survey Job : 9.1

Percentage of Incumbents Receiving Bonus Pay : 88.2 Percentage of Organizations Reporting Job As Bonus Eligible: 100.0

	BASE SALARY	ALL ORGS BONUS	BONUS		TOTAL COMP.	ACTUAL INCT%	TARGET OPP%	MAX OPP %	BASE SALARY POLICY	
			PAID ONLY ORGS	ORGS					MINIMUM	MIDPOINT MAXIMUM
90th	198.3	47.2	47.2		233.9	36.7	38.0	50.0	151.7	190.6 229.7
Q3	174.8	39.9	39.9		192.1	31.3	30.0	48.6	126.1	150.4 186.7
MEDIAN	141.8	29.4	29.4		178.2	19.6	25.0	40.0	106.1	133.8 162.3
AVERAGE	143.2	29.3	29.3		172.4	21.4	25.1	40.4	104.7	133.0 163.3
WGT. AVG.										
Q1	116.8	18.0	18.0		151.8	13.4	20.0	36.0	84.1	109.2 137.9
10th	96.6	10.1	10.1		114.5	6.4	16.0	24.6	64.5	81.1 97.7
# of Cos. Rptg:	11	11	11		11	11	11	10	10	10

* No Data Reported

Responsible for directing a production operation in its entirety, including the maintenance function; may also include quality control.

A. More than 1,000 employees

2019 POULTRY INDUSTRY COMPENSATION SURVEY

COMPENSATION RANGES BY SURVEY JOB TITLE

Pitman Farms

JOB CODE: 11B SURVEY TITLE: Fresh Processing Plant Mgr (Kill Plt<1000 ee's)

Number of Organizations Reporting: 9 Percentage of Organizations Reporting Job Match Larger Than Survey Job : 0.0

Number of Incumbents Reported: 53 Percentage of Organizations Reporting Job Match Smaller Than Survey Job : 11.1

Percentage of Incumbents Receiving Bonus Pay : 88.7 Percentage of Organizations Reporting Job As Bonus Eligible: 100.0

	BASE SALARY	ALL ORGS BONUS	BONUS PAID ONLY ORGS	TOTAL COMP.	ACTUAL INCT%	TARGET OPP%	MAX OPP %	BASE SALARY POLICY	
								MINIMUM	MIDPOINT MAXIMUM
90th									
Q3	149.1	35.9	35.9	175.9	29.2	27.5	47.4	112.8	140.8 169.0
MEDIAN	127.5	25.1	25.1	163.7	15.4	22.0	42.0	105.4	125.1 150.5
AVERAGE	137.6	27.3	27.3	164.9	20.5	22.9	41.1	97.3	123.3 149.2
WGT. AVG.									
Q1	122.6	19.4	19.4	144.9	13.7	20.0	38.3	82.3	112.2 136.2
10th									
# of Cos. Rptg:	9	9	9	9	9	9	8	8	8

* No Data Reported

Responsible for directing a production operation in its entirety, including the maintenance function; may also include quality control.

B. Less than 1,000 employees

II - 19

WMS & Company, Inc.

PITMAN000409

2019 POULTRY INDUSTRY COMPENSATION SURVEY

COMPENSATION RANGES BY SURVEY JOB TITLE

Pitman Farms

JOB CODE: 12A SURVEY TITLE: Further Processing Plant Manager (>500 ee's)
 Number of Organizations Reporting: 8 Percentage of Organizations Reporting Job Match Larger Than Survey Job : 0.0
 Number of Incumbents Reported: 26 Percentage of Organizations Reporting Job Match Smaller Than Survey Job : 12.5
 Percentage of Incumbents Receiving Bonus Pay : 96.2 Percentage of Organizations Reporting Job As Bonus Eligible: 100.0

	BASE SALARY	ALL ORGS BONUS	BONUS PAID ONLY ORGS	TOTAL COMP.	ACTUAL INCT%	TARGET OPP%	MAX OPP %	BASE SALARY POLICY	
								MINIMUM	MIDPOINT MAXIMUM
90th									
Q3	163.1	29.2	29.2	184.4	21.8	34.0	50.0	112.0	150.0 188.0
MEDIAN	137.0	22.0	22.0	156.8	18.9	24.5	40.0	102.0	127.5 160.6
AVERAGE	139.1	23.5	23.5	162.5	17.0	25.5	42.4	95.0	125.3 156.4
WGT. AVG.									
Q1	114.5	20.8	20.8	136.3	13.1	20.0	25.0	85.0	105.0 130.0
10th									
# of Cos. Rptg:	8	8	8	8	8	8	7	7	7

* No Data Reported

Responsible for directing a production operation in its entirety, including the maintenance function; may also include quality control.

A. More than 500 employees

2019 POULTRY INDUSTRY COMPENSATION SURVEY

COMPENSATION RANGES BY SURVEY JOB TITLE

Pitman Farms

JOB CODE: 12B SURVEY TITLE: Further Processing Plant Manager (<500 ee's)

Number of Organizations Reporting: 2 Percentage of Organizations Reporting Job Match Larger Than Survey Job : 0.0

Number of Incumbents Reported: 28 Percentage of Organizations Reporting Job Match Smaller Than Survey Job : 11.1

Percentage of Incumbents Receiving Bonus Pay : 92.9 Percentage of Organizations Reporting Job As Bonus Eligible: 88.9

	BASE SALARY	ALL ORGS BONUS	BONUS PAID ONLY ORGS	TOTAL COMP.	ACTUAL INCT%	TARGET OPP%	MAX OPP %	BASE SALARY POLICY	
								MINIMUM	MIDPOINT MAXIMUM
90th									
Q3	144.8	39.0	42.2	172.4	26.4	30.0	48.0	112.0	140.7 166.7
MEDIAN	135.0	17.2	22.2	161.1	15.0	23.0	44.0	99.5	130.0 160.6
AVERAGE	135.1	23.0	25.8	158.1	15.9	24.5	44.4	99.2	126.0 152.8
WGT. AVG.									
Q1	118.4	6.5	12.1	132.5	5.3	20.0	40.0	86.5	117.0 134.6
10th									
# of Cos. Rptg:	9	9	8	9	9	8	7	7	7 7
* Plant Manager	92.4	0.0		92.4	0.0				

Responsible for directing a production operation in its entirety, including the maintenance function; may also include quality control.

B. Fewer than 500 employees

II - 21

WMS & Company, Inc.

PITMAN00411

2019 POULTRY INDUSTRY COMPENSATION SURVEY

COMPENSATION RANGES BY SURVEY JOB TITLE

Pitman Farms

JOB CODE: 13 SURVEY TITLE: First Line Supervisor (1 level)

Number of Organizations Reporting: 13 Percentage of Organizations Reporting Job Match Larger Than Survey Job : 0.0

Number of Incumbents Reported: 2755 Percentage of Organizations Reporting Job Match Smaller Than Survey Job : 0.0

Percentage of Incumbents Receiving Bonus Pay : 73.4 Percentage of Organizations Reporting Job As Bonus Eligible: 76.9

	BASE SALARY	ALL ORGS BONUS	BONUS PAID ONLY ORGS	TOTAL COMP.	ACTUAL INCT%	TARGET OPP%	MAX OPP %	BASE SALARY POLICY	
								MINIMUM	MIDPOINT MAXIMUM
90th	68.8	4.8	5.0	69.3	9.1			59.0	68.4 86.0
Q3	55.8	2.4	3.0	58.5	4.6	10.0	19.0	47.5	61.0 76.0
MEDIAN	51.0	1.2	1.8	52.5	2.8	9.0	10.5	43.0	51.5 61.8
AVERAGE	52.4	1.6	2.1	54.0	3.2	9.2	12.6	44.8	55.6 66.3
WGT. AVG.									
Q1	46.6	0.1	1.1	48.3	0.1	5.5	9.3	39.9	48.5 57.0
10th	43.7	0.0	0.2	45.1	0.0			37.6	46.2 53.1
# of Cos. Rptg:	13	13	10	13	13	9	8	11	11 11
* Processing Supervisor									
	76.0	0.0		76.0	0.0				

Responsible for direct supervision of hourly-paid line workers. Usually reports to a department head. (Includes first processing and further processing.)

(Only one level)

2019 POULTRY INDUSTRY COMPENSATION SURVEY

COMPENSATION RANGES BY SURVEY JOB TITLE

Pitman Farms

JOB CODE: **14** SURVEY TITLE: **Processing Shift/Unit Manager (1 level)**

Number of Organizations Reporting: **11** Percentage of Organizations Reporting Job Match Larger Than Survey Job : **0.0**

Number of Incumbents Reported: **346** Percentage of Organizations Reporting Job Match Smaller Than Survey Job : **0.0**

Percentage of Incumbents Receiving Bonus Pay : **87.3** Percentage of Organizations Reporting Job As Bonus Eligible: **90.9**

	BASE SALARY	ALL ORGS BONUS	BONUS		TOTAL COMP.	ACTUAL INCT%	TARGET OPP%	MAX OPP %	BASE SALARY POLICY	
			PAID ONLY	ORGS					MINIMUM	MIDPOINT MAXIMUM
90th	110.3	19.7	19.8		119.1	22.1	29.5		82.7	103.5 128.5
Q3	100.2	15.0	16.0		115.2	15.2	21.5	36.0	80.4	100.9 121.3
MEDIAN	90.0	8.9	9.1		103.7	8.4	16.5	30.0	74.3	91.0 110.5
AVERAGE	91.8	9.5	10.4		101.2	10.4	17.3	29.2	72.8	91.3 110.7
WGT. AVG.	91.5	10.2	11.0		101.7	11.3				
Q1	80.3	5.6	5.9		90.5	6.4	10.0	20.0	63.9	85.2 102.2
10th	74.9	0.3	2.1		80.9	0.4	10.0		61.0	74.1 85.8
# of Cos. Rptg:	11	11	10		11	11	10	9	10	10

* No Data Reported

Responsible for directing a production operation for either the entire shift operation or front-end/back-end day and night.

(Only one level)

2019 POULTRY INDUSTRY COMPENSATION SURVEY

COMPENSATION RANGES BY SURVEY JOB TITLE

Pitman Farms

JOB CODE: 15A SURVEY TITLE: Waste Water Head - Pretreatment

Number of Organizations Reporting: 10 Percentage of Organizations Reporting Job Match Larger Than Survey Job : 0.0

Number of Incumbents Reported: 37 Percentage of Organizations Reporting Job Match Smaller Than Survey Job : 0.0

Percentage of Incumbents Receiving Bonus Pay : 75.7 Percentage of Organizations Reporting Job As Bonus Eligible: 60.0

	BASE SALARY	ALL ORGS BONUS	BONUS PAID ONLY ORGS	TOTAL COMP.	ACTUAL INCT%	TARGET OPP%	MAX OPP %	BASE SALARY POLICY	
								MINIMUM	MIDPOINT MAXIMUM
90th	86.4	11.0		90.0	18.9				
Q3	80.4	6.7	9.2	80.4	10.0	20.0		60.5	73.3 87.1
MEDIAN	69.6	1.6	5.0	73.9	2.6	12.0		54.0	68.3 81.5
AVERAGE	70.8	3.3	5.5	74.0	5.1	13.7		53.2	66.9 80.8
WGT. AVG.									
Q1	63.9	0.0	1.9	68.7	0.0	8.2		49.6	62.2 73.6
10th	55.5	0.0		57.4	0.0				
# of Cos. Rptg:	10	10	6	10	10	5	4	8	8 8
* Waste Water Technician									
	80.0	0.0		80.0	0.0				

Responsible for ensuring that all water leaving a water treatment facility meets the requirements set by local, state and federal governments, and for ensuring the city is informed of all changes in water quality or engineering processes. Water is treated for release into city water system. This is a complex, not company-wide position.

2019 POULTRY INDUSTRY COMPENSATION SURVEY

COMPENSATION RANGES BY SURVEY JOB TITLE

Pitman Farms

JOB CODE: **15B** SURVEY TITLE: **Waste Water Head - Biological**

Number of Organizations Reporting: **8** Percentage of Organizations Reporting Job Match Larger Than Survey Job : **0.0**

Number of Incumbents Reported: **30** Percentage of Organizations Reporting Job Match Smaller Than Survey Job : **0.0**

Percentage of Incumbents Receiving Bonus Pay : **86.7** Percentage of Organizations Reporting Job As Bonus Eligible: **75.0**

	BASE SALARY	ALL ORGS BONUS	BONUS PAID ONLY ORGS	TOTAL COMP.	ACTUAL INCT%	TARGET OPP%	MAX OPP %	BASE SALARY POLICY	
								MINIMUM	MIDPOINT MAXIMUM
90th									
Q3	74.9	6.6	8.4	75.6	10.0	13.5		55.1	68.0 80.2
MEDIAN	63.8	3.0	3.8	69.9	4.6	11.3		51.0	64.0 77.0
AVERAGE	67.6	3.8	5.0	71.4	5.9	9.7		51.0	65.5 78.6
WGT. AVG.									
Q1	60.8	0.4	2.5	64.2	0.6	5.0		49.3	61.9 72.8
10th									
# of Cos. Rptg:	8	8	6	8	8	5	4	7	7 7

* No Data Reported

Responsible for ensuring that all water leaving a water treatment facility meets the requirements set by local, state and federal governments, and for ensuring the city is informed of all changes in water quality or engineering processes. Water is treated for release into natural environment. This is a complex, not company-wide position.

2019 POULTRY INDUSTRY COMPENSATION SURVEY

COMPENSATION RANGES BY SURVEY JOB TITLE

Pitman Farms

JOB CODE: 16 SURVEY TITLE: Live Haul Manager (1 level)

Number of Organizations Reporting: 13 Percentage of Organizations Reporting Job Match Larger Than Survey Job : 0.0

Number of Incumbents Reported: 92 Percentage of Organizations Reporting Job Match Smaller Than Survey Job : 0.0

Percentage of Incumbents Receiving Bonus Pay : 90.2 Percentage of Organizations Reporting Job As Bonus Eligible: 84.6

	BASE SALARY	ALL ORGS BONUS	BONUS PAID ONLY ORGS	TOTAL COMP.	ACTUAL INCT%	TARGET OPP%	MAX OPP %	BASE SALARY POLICY	
								MINIMUM	MIDPOINT MAXIMUM
90th	93.0	17.8	18.1	101.5	25.8	24.0	48.0	82.9	101.4 120.3
Q3	80.8	10.4	10.9	86.4	12.5	15.0	30.0	66.0	79.0 94.1
MEDIAN	73.4	4.6	5.7	83.4	6.2	15.0	20.0	59.5	73.4 92.0
AVERAGE	74.6	6.8	8.0	81.4	9.2	14.0	22.9	60.8	75.0 89.5
WGT. AVG.									
Q1	69.1	3.1	4.0	72.0	4.3	10.0	15.0	49.9	64.0 78.8
10th	59.4	0.0	2.8	63.9	0.0	7.6	14.1	49.1	58.2 66.6
# of Cos. Rptg:	13	13	11	13	13	11	10	11	11 11

* Live Haul Supervisor

72.0 0.0 72.0 0.0

Responsible for the catching and hauling of birds to various plants on a schedule that allows for a constant flow of birds while ensuring both low shrinkage and low DOA count.

(Only one level)

2019 POULTRY INDUSTRY COMPENSATION SURVEY

COMPENSATION RANGES BY SURVEY JOB TITLE

Pitman Farms

JOB CODE: 17 SURVEY TITLE: Sanitation Head (1 level)

Number of Organizations Reporting: 2 Percentage of Organizations Reporting Job Match Larger Than Survey Job : 0.0

Number of Incumbents Reported: 33 Percentage of Organizations Reporting Job Match Smaller Than Survey Job : 0.0

Percentage of Incumbents Receiving Bonus Pay : 54.5 Percentage of Organizations Reporting Job As Bonus Eligible: 77.8

	BASE SALARY	ALL ORGS BONUS	BONUS PAID ONLY ORGS	TOTAL COMP.	ACTUAL INCT%	TARGET OPP%	MAX OPP %	BASE SALARY POLICY	
								MINIMUM	MIDPOINT MAXIMUM
90th									
Q3	77.6	6.9	8.1	84.6	10.8	19.5	30.0	60.6	77.7 89.7
MEDIAN	72.4	2.4	5.0	73.9	3.4	12.5	20.0	55.3	63.0 78.0
AVERAGE	70.8	4.3	5.6	75.1	6.1	13.8	21.2	54.9	68.0 80.2
WGT. AVG.									
Q1	63.5	0.6	1.4	68.2	1.0	7.0	13.0	48.7	60.0 69.5
10th									
# of Cos. Rptg:	9	9	7	9	9	6	5	9	9 9

* No Data Reported

Responsible for directing the cleaning and sanitizing of the plant to maintain conformance to USDA standards and within a schedule to ensure maximum operating time. May direct two or more supervisors.

(Only one level)

2019 POULTRY INDUSTRY COMPENSATION SURVEY

COMPENSATION RANGES BY SURVEY JOB TITLE

Pitman Farms

JOB CODE: 18 SURVEY TITLE: Plant Maintenance Head (1 level)

Number of Organizations Reporting: 13 Percentage of Organizations Reporting Job Match Larger Than Survey Job : 0.0

Number of Incumbents Reported: 122 Percentage of Organizations Reporting Job Match Smaller Than Survey Job : 0.0

Percentage of Incumbents Receiving Bonus Pay : 95.1 Percentage of Organizations Reporting Job As Bonus Eligible: 92.3

	BASE SALARY	ALL ORGS BONUS	BONUS PAID ONLY ORGS	TOTAL COMP.	ACTUAL INCT%	TARGET OPP%	MAX OPP %	BASE SALARY POLICY	
								MINIMUM	MIDPOINT MAXIMUM
90th	117.3	30.6	32.1	141.1	27.8	30.0	48.0	120.2	138.4 160.0
Q3	113.1	17.6	17.8	129.5	18.9	24.2	40.0	86.6	111.2 134.3
MEDIAN	97.3	12.3	12.7	108.0	12.0	20.0	30.0	78.6	97.0 117.9
AVERAGE	100.2	13.4	14.5	113.6	13.1	19.0	31.8	83.5	103.1 122.8
WGT. AVG.	102.7	13.4	13.5	116.0	13.0				
Q1	89.4	6.4	8.3	99.5	6.9	12.9	24.0	73.7	91.9 105.0
10th	87.6	1.8	4.9	91.3	2.0	10.0	16.5	71.2	86.2 101.4
# of Cos. Rptg:	13	13	12	13	13	12	11	11	11
* Maintenance Supervisor	90.1	0.0		90.1	0.0				

Responsible for total mechanical maintenance of the processing plant. Individual may be a degreed engineer or equivalent.

(Only one level)

2019 POULTRY INDUSTRY COMPENSATION SURVEY

COMPENSATION RANGES BY SURVEY JOB TITLE

Pitman Farms

JOB CODE: 19 SURVEY TITLE: Plant Maintenance Supervisor (1 level)

Number of Organizations Reporting: 12 Percentage of Organizations Reporting Job Match Larger Than Survey Job : 0.0

Number of Incumbents Reported: 560 Percentage of Organizations Reporting Job Match Smaller Than Survey Job : 0.0

Percentage of Incumbents Receiving Bonus Pay : 80.4 Percentage of Organizations Reporting Job As Bonus Eligible: 83.3

	BASE SALARY	ALL ORGS BONUS	BONUS		TOTAL COMP.	ACTUAL INCT%	TARGET OPP%	MAX OPP %	BASE SALARY POLICY	
			PAID ONLY ORGS	ORGS					MINIMUM	MIDPOINT MAXIMUM
90th	76.8	6.5	6.8		80.9	9.3			68.5	82.6 97.9
Q3	70.1	4.0	4.6		75.3	6.0	10.0	19.0	60.0	69.0 85.0
MEDIAN	63.0	2.5	2.7		63.6	4.0	9.0	10.5	51.0	68.0 78.8
AVERAGE	64.8	2.6	3.1		67.4	3.9	9.2	12.6	54.8	67.5 79.6
WGT. AVG.										
Q1	61.0	0.4	1.9		62.6	0.7	5.5	9.3	49.3	61.9 72.8
10th	54.2	0.0	0.2		56.5	0.0			44.4	58.6 67.4
# of Cos. Rptg:	12	12	10		12	12	9	8	11	11 11

* No Data Reported

Responsible for direct supervision of hourly-paid maintenance mechanics in a processing plant.

(Only one level)

2019 POULTRY INDUSTRY COMPENSATION SURVEY

COMPENSATION RANGES BY SURVEY JOB TITLE

Pitman Farms

JOB CODE: **20A** SURVEY TITLE: **Plant QA/QC Head (1 level)**

Number of Organizations Reporting: **13** Percentage of Organizations Reporting Job Match Larger Than Survey Job : **0.0**
 Number of Incumbents Reported: **129** Percentage of Organizations Reporting Job Match Smaller Than Survey Job : **0.0**
 Percentage of Incumbents Receiving Bonus Pay : **93.0** Percentage of Organizations Reporting Job As Bonus Eligible: **84.6**

	BASE SALARY	ALL ORGS BONUS	BONUS PAID ONLY ORGS	TOTAL COMP.	ACTUAL INCT%	TARGET OPP%	MAX OPP %	BASE SALARY POLICY	
								MINIMUM	MIDPOINT MAXIMUM
90th	115.8	26.3	28.0	135.9	24.2	29.0	49.0	113.6	154.8
Q3	105.0	11.7	13.6	114.6	13.8	20.0	40.0	80.0	128.6
MEDIAN	86.9	6.5	7.4	96.1	8.3	15.0	30.0	70.6	106.4
AVERAGE	89.6	9.2	10.8	98.8	9.9	16.5	30.0	75.7	111.7
WGT. AVG.	86.8	9.9	10.1	96.7	11.3				
Q1	75.9	5.1	5.7	79.0	5.1	10.0	22.0	64.1	98.0
10th	66.6	0.0	4.7	72.7	0.0	7.6	11.0	59.7	80.4
# of Cos. Rptg:	13	13	11	13	13	11	10	11	11

* QA Supervisor

74.5 0.0 74.5 0.0

Responsible for plant quality assurance only at a single plant. Duties include microbiological testing, sanitation inspection, production yields, as well as evaluation and testing of product quality. Duties may also include implementing and supervising certain USDA programs. Responsible for directing activities of in-plant testing.

(Only one level)

II - 30

WMS & Company, Inc.

PITMAN00420

2019 POULTRY INDUSTRY COMPENSATION SURVEY

COMPENSATION RANGES BY SURVEY JOB TITLE

Pitman Farms

JOB CODE: 22A SURVEY TITLE: Rendering Plant Manager (1 level)

Number of Organizations Reporting: 5 Percentage of Organizations Reporting Job Match Larger Than Survey Job : 0.0
 Number of Incumbents Reported: 24 Percentage of Organizations Reporting Job Match Smaller Than Survey Job : 0.0
 Percentage of Incumbents Receiving Bonus Pay : 91.7 Percentage of Organizations Reporting Job As Bonus Eligible: 80.0

	BASE SALARY	ALL ORGS BONUS	BONUS PAID ONLY ORGS	TOTAL COMP.	ACTUAL INCT%	TARGET OPP%	MAX OPP %	BASE SALARY POLICY	
								MINIMUM	MIDPOINT MAXIMUM
90th									
Q3	126.7	30.8		147.1	28.5				
MEDIAN	109.3	14.2		138.2	10.5				
AVERAGE	102.5	16.2		118.7	14.5				
WGT. AVG.									
Q1	75.1	2.6		80.6	2.4				
10th									
# of Cos. Rptg:	5	5	4	5	5	4	3	4	4
* Rendering Plant Manager	46.7	0.0		46.7	0.0				

Responsible for directing and monitoring the operation of the plant to ensure continuous and efficient production. Coordinates the activities of various departments as well as individual employees; monitors processes and makes changes to meet customer's needs. This position is responsible for food safety, food quality, and regulatory compliance. This position is a facility plant manager level position.

(Only one level)

II - 31

WMS & Company, Inc.

PITMAN000421

2019 POULTRY INDUSTRY COMPENSATION SURVEY

COMPENSATION RANGES BY SURVEY JOB TITLE

Pitman Farms

JOB CODE: **22B** SURVEY TITLE: **Rendering/Protein Conversion Supervisor (1 level)**

Number of Organizations Reporting: **4** Percentage of Organizations Reporting Job Match Larger Than Survey Job : **0.0**

Number of Incumbents Reported: **950** Percentage of Organizations Reporting Job Match Smaller Than Survey Job : **0.0**

Percentage of Incumbents Receiving Bonus Pay : **98.0** Percentage of Organizations Reporting Job As Bonus Eligible: **100.0**

	BASE SALARY	ALL ORGS BONUS	BONUS PAID ONLY ORGS	TOTAL COMP.	ACTUAL INCT%	TARGET OPP%	MAX OPP %	BASE SALARY POLICY	
								MINIMUM	MIDPOINT MAXIMUM
90th									
Q3									
MEDIAN									
AVERAGE									
WGT. AVG.									
Q1									
10th									
# of Cos. Rptg:	4	4	3	4	4	3	2	4	4

* No Data Reported

First level exempt position responsible for supervising hourly workers in the rendering process.

(Only one level)

2019 POULTRY INDUSTRY COMPENSATION SURVEY

COMPENSATION RANGES BY SURVEY JOB TITLE

Pitman Farms

JOB CODE: 23 SURVEY TITLE: HACCP Coordinator (1 level)

Number of Organizations Reporting: 8 Percentage of Organizations Reporting Job Match Larger Than Survey Job : 0.0

Number of Incumbents Reported: 72 Percentage of Organizations Reporting Job Match Smaller Than Survey Job : 0.0

Percentage of Incumbents Receiving Bonus Pay : 86.1 Percentage of Organizations Reporting Job As Bonus Eligible: 75.0

	BASE SALARY	ALL ORGS BONUS	BONUS		TOTAL COMP.	ACTUAL INCT%	TARGET OPP%	MAX OPP %	BASE SALARY POLICY	
			PAID ONLY	ORGS					MINIMUM	MIDPOINT MAXIMUM
90th										
Q3	66.0	2.4	3.2		66.8	3.6	9.7		50.3	62.9 75.4
MEDIAN	52.1	0.6	1.5		52.1	1.2	7.5		44.4	54.8 65.2
AVERAGE	56.0	1.1	1.8		57.2	2.0	7.8		44.1	54.8 65.9
WGT. AVG.										
Q1	49.5	0.0	0.6		50.2	0.0	6.0		37.3	45.7 52.6
10th										
# of Cos. Rptg:	8	8	5		8	8	5	4	7	7 7

* No Data Reported

Responsible for the development, implementation, maintenance, and validation of the Plant's HACCP Program, as well as the training and certification of management, QA, and HACCP monitors. (Hazard Analysis Critical Control Points-HACCP-is designed to ensure the safety of processed foods. Food processing procedures are analyzed by individual processing plants to identify the most important points at which food safety hazards can be reduced or eliminated.) Does not directly supervise other employees.

2019 POULTRY INDUSTRY COMPENSATION SURVEY

COMPENSATION RANGES BY SURVEY JOB TITLE

Pitman Farms

JOB CODE: **24A** SURVEY TITLE: **Plant Nurse Supervisor (1 level)**

Number of Organizations Reporting: **8** Percentage of Organizations Reporting Job Match Larger Than Survey Job : **0.0**

Number of Incumbents Reported: **59** Percentage of Organizations Reporting Job Match Smaller Than Survey Job : **0.0**

Percentage of Incumbents Receiving Bonus Pay : **76.3** Percentage of Organizations Reporting Job As Bonus Eligible: **75.0**

	BASE SALARY	ALL ORGS BONUS	BONUS PAID ONLY ORGS	TOTAL COMP.	ACTUAL INCT%	TARGET OPP%	MAX OPP %	BASE SALARY POLICY	
								MINIMUM	MIDPOINT MAXIMUM
90th									
Q3	90.0	5.5	6.6	95.0	8.9	20.0		72.8	89.4 111.0
MEDIAN	69.3	3.5	4.8	73.8	4.7	10.0		57.0	67.8 88.2
AVERAGE	73.7	3.5	4.7	77.2	5.0	13.2		61.5	75.9 90.6
WGT. AVG.	60.6	0.4	2.5	62.7	0.6	8.0		47.5	61.9 72.8
10th									
# of Cos. Rptg:	8	8	6	8	8	5	4	7	7 7

* No Data Reported

Facility-wide responsibility for facilitating effective, appropriate, economical care for team members injured on the job, and for ensuring the medical department adheres to State, Federal and Corporate policies and regulations. Coordinating health education programs for employees, ensuring continual professional development for the staff, and assisting with budget planning to provide for efficient occupational health nursing services. Incumbent has an R.N. certification and may supervise other medical staff. Do not report if not a supervisory position.

2019 POULTRY INDUSTRY COMPENSATION SURVEY

COMPENSATION RANGES BY SURVEY JOB TITLE

Pitman Farms

JOB CODE: **24B** SURVEY TITLE: **Plant Staff Nurse/EMT (BSN/RN Certification)**

Number of Organizations Reporting: **8** Percentage of Organizations Reporting Job Match Larger Than Survey Job : **0.0**

Number of Incumbents Reported: **78** Percentage of Organizations Reporting Job Match Smaller Than Survey Job : **0.0**

Percentage of Incumbents Receiving Bonus Pay : **9.0** Percentage of Organizations Reporting Job As Bonus Eligible: **50.0**

	BASE SALARY	ALL ORGS BONUS	BONUS PAID ONLY ORGS	TOTAL COMP.	ACTUAL INCT%	TARGET OPP%	MAX OPP %	BASE SALARY POLICY	
								MINIMUM	MIDPOINT MAXIMUM
90th									
Q3	63.4	3.3		63.4	7.3			50.0	66.5 78.8
MEDIAN	56.3	0.0		60.1	0.0			47.0	57.0 70.1
AVERAGE	56.9	1.4		58.3	2.7			46.4	58.4 70.8
WGT. AVG.									
Q1	54.0	0.0		54.0	0.0			40.0	56.0 67.0
10th									
# of Cos. Rptg:	8	8	3	8	8	3	3	7	7 7

* No Data Reported

Facilitates effective, appropriate, care for team members injured on the job, following medical department's established policies and procedures. May conduct health education programs for employees. This position does not directly supervise other employees and does not have facility wide responsibility.

B. Requires a BSN / RN Certification

2019 POULTRY INDUSTRY COMPENSATION SURVEY

COMPENSATION RANGES BY SURVEY JOB TITLE

Pitman Farms

JOB CODE: 24C SURVEY TITLE: Plant Staff Nurse/EMT (LVN/LPN/EMT)

Number of Organizations Reporting: 9 Percentage of Organizations Reporting Job Match Larger Than Survey Job : 0.0

Number of Incumbents Reported: 134 Percentage of Organizations Reporting Job Match Smaller Than Survey Job : 0.0

Percentage of Incumbents Receiving Bonus Pay : 4.5 Percentage of Organizations Reporting Job As Bonus Eligible: 22.2

	BASE SALARY	ALL ORGS BONUS	BONUS PAID ONLY ORGS	TOTAL COMP.	ACTUAL INCT%	TARGET OPP%	MAX OPP %	BASE SALARY POLICY	
								MINIMUM	MIDPOINT MAXIMUM
90th									
Q3	52.3	0.2		53.0	0.5			46.6	58.3
MEDIAN	44.2	0.0		44.6	0.0			38.0	47.9
AVERAGE	46.2	0.6		46.9	1.2			39.7	49.6
WGT. AVG.									
Q1	41.6	0.0		41.6	0.0			34.3	42.4
10th									
# of Cos. Rptg:	9	9	2	9	9	2	2	8	8

* No Data Reported

Facilitates effective, appropriate, care for team members injured on the job, following medical department's established policies and procedures. May conduct health education programs for employees. This position does not directly supervise other employees and does not have facility wide responsibility.

C. LVN/LPN/EMT skill level

2019 POULTRY INDUSTRY COMPENSATION SURVEY

COMPENSATION RANGES BY SURVEY JOB TITLE

Pitman Farms

JOB CODE: **25A** SURVEY TITLE: **Complex HR Head (>1000 ee's)**

Number of Organizations Reporting: 7 Percentage of Organizations Reporting Job Match Larger Than Survey Job : 0.0
 Number of Incumbents Reported: 32 Percentage of Organizations Reporting Job Match Smaller Than Survey Job : 0.0
 Percentage of Incumbents Receiving Bonus Pay : 90.6 Percentage of Organizations Reporting Job As Bonus Eligible: 85.7

	BASE SALARY	ALL ORGS BONUS	BONUS		TOTAL COMP.	ACTUAL INCT%	TARGET OPP%	MAX OPP %	BASE SALARY POLICY	
			PAID ONLY	ORGS					MINIMUM	MIDPOINT MAXIMUM
90th										
Q3	108.8	18.9	20.7		132.1	17.8	21.5	38.8	86.6	110.0 137.0
MEDIAN	105.9	13.7	15.1		115.9	17.0	17.5	30.0	81.1	101.4 121.7
AVERAGE	97.3	13.4	15.6		110.7	13.3	16.7	30.5	78.0	97.4 117.2
WGT. AVG.										
Q1	75.3	7.1	11.7		88.1	6.5	10.0	22.5	64.1	83.3 102.5
10th										
# of Cos. Rptg:	7	7	6		7	7	6	5	7	7

* No Data Reported

Responsible for administering all HR programs, including employment (screening, interviewing, and placement), training, safety, and grievance procedures for a complex. (Plant and live operations.) Do not include multi-region/multiple-complex HR Head positions (include those in job code 40).

A. More than 1,000 employees

2019 POULTRY INDUSTRY COMPENSATION SURVEY

COMPENSATION RANGES BY SURVEY JOB TITLE

Pitman Farms

JOB CODE: **25B** SURVEY TITLE: **Complex HR Head (<1000 ee's)**

Number of Organizations Reporting: **7** Percentage of Organizations Reporting Job Match Larger Than Survey Job : **0.0**

Number of Incumbents Reported: **43** Percentage of Organizations Reporting Job Match Smaller Than Survey Job : **0.0**

Percentage of Incumbents Receiving Bonus Pay : **95.3** Percentage of Organizations Reporting Job As Bonus Eligible: **100.0**

	BASE SALARY	ALL ORGS BONUS	BONUS PAID ONLY ORGS	TOTAL COMP.	ACTUAL INCT%	TARGET OPP%	MAX OPP %	BASE SALARY POLICY	
								MINIMUM	MIDPOINT MAXIMUM
90th									
Q3	107.7	17.0	17.6	115.0	18.0	21.5	38.8	84.8	109.7 134.0
MEDIAN	94.2	7.3	8.1	111.2	6.8	15.9	25.0	81.1	101.4 121.7
AVERAGE	97.5	8.5	9.9	106.0	8.9	16.1	28.3	78.7	99.3 119.7
WGT. AVG.									
Q1	88.6	2.3	4.5	97.1	2.7	10.0	19.5	71.4	87.9 104.5
10th									
# of Cos. Rptg:	7	7	6	7	7	6	5	5	5

* Director Human Resources

115.0 0.0 115.0 0.0

Responsible for administering all HR programs, including employment (screening, interviewing, and placement), training, safety, and grievance procedures for a complex. (Plant and live operations.) Do not include multi-region/multiple-complex HR Head positions (include those in job code 40).

B. Fewer than 1,000 employees

2019 POULTRY INDUSTRY COMPENSATION SURVEY

COMPENSATION RANGES BY SURVEY JOB TITLE

Pitman Farms

JOB CODE: 26A SURVEY TITLE: Plant HR Head (>1000 ee's)

Number of Organizations Reporting: 5 Percentage of Organizations Reporting Job Match Larger Than Survey Job : 0.0

Number of Incumbents Reported: 35 Percentage of Organizations Reporting Job Match Smaller Than Survey Job : 0.0

Percentage of Incumbents Receiving Bonus Pay : 100.0 Percentage of Organizations Reporting Job As Bonus Eligible: 100.0

	BASE SALARY	ALL ORGS BONUS	BONUS PAID ONLY ORGS	TOTAL COMP.	ACTUAL INCT%	TARGET OPP%	MAX OPP %	BASE SALARY POLICY	
								MINIMUM	MIDPOINT MAXIMUM
90th									
Q3	98.8	12.2	12.2	106.6	14.4	22.5		67.5	93.3 119.0
MEDIAN	75.3	8.1	8.1	88.1	10.2	15.0		64.1	83.3 102.5
AVERAGE	82.2	8.0	8.0	90.2	9.8	16.4		62.5	82.0 101.5
WGT. AVG.									
Q1	69.0	3.9	3.9	74.9	5.1	11.0		56.9	70.2 83.5
10th									
# of Cos. Rptg:	5	5	5	5	5	5	4	5	5

* No Data Reported

Responsible for administering all HR programs, including employment (screening, interviewing, and placement), training, safety, and grievance procedures for a plant.

A. More than 1,000 employees

2019 POULTRY INDUSTRY COMPENSATION SURVEY

COMPENSATION RANGES BY SURVEY JOB TITLE

Pitman Farms

JOB CODE: **26B** SURVEY TITLE: **Plant HR Head (<1000 ee's)**

Number of Organizations Reporting: **8** Percentage of Organizations Reporting Job Match Larger Than Survey Job : **0.0**

Number of Incumbents Reported: **60** Percentage of Organizations Reporting Job Match Smaller Than Survey Job : **0.0**

Percentage of Incumbents Receiving Bonus Pay : **98.3** Percentage of Organizations Reporting Job As Bonus Eligible: **112.5**

	BASE SALARY	ALL ORGS BONUS	BONUS PAID ONLY ORGS	TOTAL COMP.	ACTUAL INCT%	TARGET OPP%	MAX OPP %	BASE SALARY POLICY	
								MINIMUM	MIDPOINT MAXIMUM
90th									
Q3	86.3	7.7	7.7	92.9	10.0	22.5	38.0	71.4	96.8 118.0
MEDIAN	81.0	4.9	4.9	85.1	7.0	15.0	27.5	65.1	85.7 105.3
AVERAGE	79.7	5.7	5.7	85.4	7.2	15.9	28.5	64.2	82.0 100.1
WGT. AVG.									
Q1	68.4	3.7	3.7	74.8	5.0	10.0	18.6	54.5	66.9 79.2
10th									
# of Cos. Rptg:	8	8	8	8	8	9	8	8	8

* No Data Reported

Responsible for administering all HR programs, including employment (screening, interviewing, and placement), training, safety, and grievance procedures for a plant.

B. Fewer than 1000 employees

2019 POULTRY INDUSTRY COMPENSATION SURVEY

COMPENSATION RANGES BY SURVEY JOB TITLE

Pitman Farms

JOB CODE: 27 SURVEY TITLE: Plant Process Engineer (1 level)

Number of Organizations Reporting: 2 Percentage of Organizations Reporting Job Match Larger Than Survey Job : 11.1

Number of Incumbents Reported: 45 Percentage of Organizations Reporting Job Match Smaller Than Survey Job : 0.0

Percentage of Incumbents Receiving Bonus Pay : 88.9 Percentage of Organizations Reporting Job As Bonus Eligible: 88.9

	BASE SALARY	ALL ORGS BONUS	BONUS PAID ONLY ORGS	TOTAL COMP.	ACTUAL INCT%	TARGET OPP%	MAX OPP %	BASE SALARY POLICY	
								MINIMUM	MIDPOINT MAXIMUM
90th									
Q3	132.1	42.0	43.3	167.2	32.6	29.0	37.5	93.3	116.6 140.8
MEDIAN	120.3	11.9	13.6	136.0	10.0	19.2	30.0	80.3	108.6 137.0
AVERAGE	116.8	20.2	22.8	137.1	16.9	19.8	33.5	85.0	108.2 132.6
WGT. AVG.									
Q1	109.6	7.4	8.5	118.4	8.1	11.5	30.0	75.8	96.0 120.4
10th									
# of Cos. Rptg:	9	9	8	9	9	8	7	8	8 8

* No Data Reported

Responsible for the installation of new equipment, processes, and facility construction or renovation. Engineering degree required. May develop systems to increase energy and environmental conservation. Performs most efficient system. Develops equipment utilization programs. Formulates costs, bids, and directs special projects such as new equipment, processes, facilities, and work standards. Typically has a 4 year degree.

(Only one level)

II - 41

WMS & Company, Inc.

PITMAN00431

2019 POULTRY INDUSTRY COMPENSATION SURVEY

COMPENSATION RANGES BY SURVEY JOB TITLE

Pitman Farms

JOB CODE: 28 SURVEY TITLE: Manager/Director of Veterinary Services (1 level)

Number of Organizations Reporting: 10 Percentage of Organizations Reporting Job Match Larger Than Survey Job : 0.0

Number of Incumbents Reported: 16 Percentage of Organizations Reporting Job Match Smaller Than Survey Job : 0.0

Percentage of Incumbents Receiving Bonus Pay : 87.5 Percentage of Organizations Reporting Job As Bonus Eligible: 90.0

	BASE SALARY	ALL ORGS BONUS	BONUS PAID ONLY ORGS	TOTAL COMP.	ACTUAL INCT%	TARGET OPP%	MAX OPP %	BASE SALARY POLICY	
								MINIMUM	MIDPOINT MAXIMUM
90th	208.0	105.9		293.6	57.7				
Q3	186.8	52.2	53.4	233.8	28.1	36.3	61.3	132.3	167.2 206.0
MEDIAN	152.6	26.5	33.5	190.5	16.6	26.3	50.0	118.5	150.8 184.5
AVERAGE	149.6	35.4	39.4	185.0	20.9	29.3	52.3	117.6	149.0 181.3
WGT. AVG.	148.6	31.6	33.7	180.2	19.5				
Q1	127.2	15.7	18.2	136.1	11.0	25.0	41.0	106.5	136.2 157.4
10th	55.7	0.7		57.5	0.5				
# of Cos. Rptg:	10	10	9	10	10	9	9	8	8 8

* Veterinary Manager

49.0 0.0 49.0 0.0

Responsible for the direction and management of animal health, environment, and medical treatment programs. Oversees the development, coordination, and implementation of animal health programs. May direct and oversee other veterinarians, interact with federal and state officials, work with external customers, train production personnel and producers, and ensure compliance with federal and state regulations.

(Only one level)

II - 42

WMS & Company, Inc.

PITMAN00432

2019 POULTRY INDUSTRY COMPENSATION SURVEY

COMPENSATION RANGES BY SURVEY JOB TITLE

Pitman Farms

JOB CODE: 29 SURVEY TITLE: Sales Director (Ilevel)

Number of Organizations Reporting: 10 Percentage of Organizations Reporting Job Match Larger Than Survey Job : 10.0

Number of Incumbents Reported: 45 Percentage of Organizations Reporting Job Match Smaller Than Survey Job : 0.0

Percentage of Incumbents Receiving Bonus Pay : 100.0 Percentage of Organizations Reporting Job As Bonus Eligible: 100.0

	BASE SALARY	ALL ORGS BONUS	BONUS PAID ONLY ORGS	TOTAL COMP.	ACTUAL INCT%	TARGET OPP%	MAX OPP %	BASE SALARY POLICY	
								MINIMUM	MIDPOINT MAXIMUM
90th	229.2	125.0	125.0	316.3	67.6	50.0			
Q3	219.7	61.3	61.3	270.5	34.4	48.6	75.0	159.2	193.2 237.6
MEDIAN	191.4	41.2	41.2	233.4	25.0	30.0	60.0	133.5	164.5 207.5
AVERAGE	185.6	50.8	50.8	236.4	28.5	34.4	58.8	131.5	167.4 206.3
WGT. AVG.									
Q1	156.4	37.7	37.7	204.2	19.2	25.0	50.0	104.6	140.2 173.8
10th	130.3	13.8	13.8	172.3	6.4	25.0			
# of Cos. Rptg:	10	10	10	10	10	10	9	9	9 8

* No Data Reported

Manage all aspects of the Sales and Merchandising activities in a specified account base. Includes people management, goal setting, and establishing measurement. This position is the "top to top" contact and communicator between the company and accounts. This job will typically report to the top sales position for the company.

(Only 1 level)

II - 43

WMS & Company, Inc.

PITMAN000433

2019 POULTRY INDUSTRY COMPENSATION SURVEY

COMPENSATION RANGES BY SURVEY JOB TITLE

Pitman Farms

JOB CODE: 30 SURVEY TITLE: Regional/National Account (Sales) Mgr (1 level)

Number of Organizations Reporting: 11 Percentage of Organizations Reporting Job Match Larger Than Survey Job : 9.1

Number of Incumbents Reported: 113 Percentage of Organizations Reporting Job Match Smaller Than Survey Job : 0.0

Percentage of Incumbents Receiving Bonus Pay : 97.3 Percentage of Organizations Reporting Job As Bonus Eligible: 90.9

	BASE SALARY	ALL ORGS BONUS	BONUS PAID ONLY ORGS	TOTAL COMP.	ACTUAL INCT%	TARGET OPP%	MAX OPP %	BASE SALARY POLICY		
								MINIMUM	MIDPOINT	MAXIMUM
90th	183.2	65.9	67.6	229.3	50.2	39.0				
Q3	171.9	30.9	37.2	193.8	22.3	30.0	56.3	123.6	149.2	169.6
MEDIAN	124.7	18.4	20.8	150.0	15.9	25.0	50.0	109.0	136.2	156.6
AVERAGE	136.6	24.0	26.4	160.5	17.7	25.2	45.3	103.7	130.4	154.1
WGT. AVG.										
Q1	113.5	8.9	8.9	133.2	7.1	23.4	32.0	82.3	112.6	141.4
10th	93.2	1.8	8.8	104.7	1.0	10.7				
# of Cos. Rptg:	11	11	10	11	11	10	9	9	9	8

* Sales Manager

150.0 0.0 150.0 0.0

Manage all aspects of the Sales and Merchandising activities in a specified account base. Includes people management, goal setting, and establishing measurement. This position is the mid-level contact and communicator between the company and accounts/region. Will typically manage Sales Reps and require a Bachelor's degree, or equivalent, with more than 5 years related experience.

On the Salary Data Sheet, all bonus/incentive questions refer to the applicable sales or related incentive program

II - 44

WMS & Company, Inc.

PITMAN00434

2019 POULTRY INDUSTRY COMPENSATION SURVEY

COMPENSATION RANGES BY SURVEY JOB TITLE

Pitman Farms

JOB CODE: **31** SURVEY TITLE: **Account (Sales) Representative (1 level)**

Number of Organizations Reporting: **10** Percentage of Organizations Reporting Job Match Larger Than Survey Job : **10.0**

Number of Incumbents Reported: **78** Percentage of Organizations Reporting Job Match Smaller Than Survey Job : **0.0**

Percentage of Incumbents Receiving Bonus Pay : **88.5** Percentage of Organizations Reporting Job As Bonus Eligible: **90.0**

	BASE SALARY	ALL ORGS BONUS	BONUS PAID ONLY ORGS	TOTAL COMP.	ACTUAL INCT%	TARGET OPP%	MAX OPP %	BASE SALARY POLICY	
								MINIMUM	MIDPOINT MAXIMUM
90th	127.4	22.2		146.6	31.6				
Q3	84.2	12.6	15.0	91.2	15.1	25.0	59.6	67.5	82.5 97.6
MEDIAN	74.8	7.1	8.0	84.9	9.2	15.0	25.0	58.3	72.9 87.5
AVERAGE	76.4	8.5	9.4	84.9	10.8	17.6	34.4	54.9	69.0 83.0
WGT. AVG.									
Q1	58.3	3.8	4.4	63.3	4.4	8.8	20.0	41.0	51.3 63.5
10th	49.4	0.1		50.9	0.3				
# of Cos. Rptg:	10	10	9	10	10	9	8	9	9 9

* No Data Reported

Responsible for implementing all aspects of the Sales and Merchandising activities for specified accounts as established by the Regional Director. This is an individual contributor position. Do not include internal sales support.

On the Salary Data Sheet, all bonus/incentive questions refer to the applicable sales or related incentive program.

2019 POULTRY INDUSTRY COMPENSATION SURVEY

COMPENSATION RANGES BY SURVEY JOB TITLE

Pitman Farms

JOB CODE: **32A** SURVEY TITLE: **Plant Safety Manager (1 level)**

Number of Organizations Reporting: **8** Percentage of Organizations Reporting Job Match Larger Than Survey Job : **0.0**
 Number of Incumbents Reported: **61** Percentage of Organizations Reporting Job Match Smaller Than Survey Job : **0.0**
 Percentage of Incumbents Receiving Bonus Pay : **91.8** Percentage of Organizations Reporting Job As Bonus Eligible: **75.0**

	BASE SALARY	ALL ORGS BONUS	BONUS PAID ONLY ORGS	TOTAL COMP.	ACTUAL INCT%	TARGET OPP%	MAX OPP %	BASE SALARY POLICY	
								MINIMUM	MIDPOINT MAXIMUM
90th									
Q3	78.7	7.5	7.9	79.7	11.6	22.5		73.9	92.4 110.9
MEDIAN	64.7	4.6	6.3	72.4	6.2	12.0		51.0	64.0 78.8
AVERAGE	70.3	4.3	5.7	74.5	6.2	14.4		59.7	75.0 90.1
WGT. AVG.									
Q1	60.4	0.4	3.4	60.8	0.6	7.5		49.3	61.9 72.8
10th									
# of Cos. Rptg:	8	8	6	8	8	5	4	7	7 7
* EHS Manager	60.0	0.0		60.0	0.0				

Responsible for all safety related tasks and functions for a plant . Includes inspections, training and all OSHA issues. Individual may possess bachelor's degree or equivalent.

(Only one level)

2019 POULTRY INDUSTRY COMPENSATION SURVEY

COMPENSATION RANGES BY SURVEY JOB TITLE

Pitman Farms

JOB CODE: **32B** SURVEY TITLE: **Complex Safety Manager (1 level)**

Number of Organizations Reporting: **10** Percentage of Organizations Reporting Job Match Larger Than Survey Job : **0.0**

Number of Incumbents Reported: **87** Percentage of Organizations Reporting Job Match Smaller Than Survey Job : **0.0**

Percentage of Incumbents Receiving Bonus Pay : **86.2** Percentage of Organizations Reporting Job As Bonus Eligible: **80.0**

	BASE SALARY	ALL ORGS BONUS	BONUS PAID ONLY ORGS	TOTAL COMP.	ACTUAL INCT%	TARGET OPP%	MAX OPP %	BASE SALARY POLICY	
								MINIMUM	MIDPOINT MAXIMUM
90th	102.7	19.4		120.3	19.7				
Q3	96.8	9.1	9.2	102.2	12.2	15.0	30.0	81.9	104.9 124.4
MEDIAN	87.6	7.0	8.2	93.9	7.8	12.5	20.0	62.7	82.6 107.4
AVERAGE	85.5	7.0	8.8	92.5	8.0	13.1	23.1	69.2	87.4 105.5
WGT. AVG.									
Q1	74.2	2.3	5.9	76.0	3.3	10.0	15.0	59.3	72.6 84.6
10th	67.9	0.0		74.2	0.0				
# of Cos. Rptg:	10	10	8	10	10	8	7	9	9

* No Data Reported

Responsible for all safety related tasks and functions for a complex . Includes inspections, training and all OSHA issues. Individual may possess bachelor's degree or equivalent.

(Only one level)

2019 POULTRY INDUSTRY COMPENSATION SURVEY

COMPENSATION RANGES BY SURVEY JOB TITLE

Pitman Farms

JOB CODE: **33A** SURVEY TITLE: **Top QC Position (Executive (VP) level)**

Number of Organizations Reporting: **7** Percentage of Organizations Reporting Job Match Larger Than Survey Job : **0.0**

Number of Incumbents Reported: **7** Percentage of Organizations Reporting Job Match Smaller Than Survey Job : **0.0**

Percentage of Incumbents Receiving Bonus Pay : **100.0** Percentage of Organizations Reporting Job As Bonus Eligible: **100.0**

	BASE SALARY	ALL ORGS BONUS	BONUS PAID ONLY ORGS	TOTAL COMP.	ACTUAL INCT%	TARGET OPP%	MAX OPP %	BASE SALARY POLICY	
								MINIMUM	MIDPOINT MAXIMUM
90th									
Q3	315.0	355.0	355.0	648.0	121.2	60.0	120.0	398.4	692.9
MEDIAN	293.0	147.7	147.7	420.5	55.5	50.0	72.0	222.6	280.6
AVERAGE	269.2	180.6	180.6	449.8	63.2	47.1	86.7	284.8	426.1
WGT. AVG.	269.2	180.6	180.6	449.8	63.2				
Q1	182.1	91.5	91.5	291.4	31.2	35.0	60.0	202.4	232.0
10th									
# of Cos. Rptg:	7	7	7	7	7	7	7	4	5

* No Data Reported

Top quality control position. Responsible for all quality control functions, including devising or approving quality specifications to ensure manufacture and legal compliance, plus analytical testing of raw materials, intermediates, and finished products. Also responsible for chemical, biological, and inspection control.

(Must be responsible for all locations in the company, otherwise do not report.)

2019 POULTRY INDUSTRY COMPENSATION SURVEY

COMPENSATION RANGES BY SURVEY JOB TITLE

Pitman Farms

JOB CODE: **33B** SURVEY TITLE: **Top QC Position (Director level)**

Number of Organizations Reporting: **6** Percentage of Organizations Reporting Job Match Larger Than Survey Job : **0.0**

Number of Incumbents Reported: **11** Percentage of Organizations Reporting Job Match Smaller Than Survey Job : **0.0**

Percentage of Incumbents Receiving Bonus Pay : **90.9** Percentage of Organizations Reporting Job As Bonus Eligible: **83.3**

	BASE SALARY	ALL ORGS BONUS	BONUS PAID ONLY ORGS	TOTAL COMP.	ACTUAL INCT%	TARGET OPP%	MAX OPP %	BASE SALARY POLICY	
								MINIMUM	MIDPOINT MAXIMUM
90th									
Q3	180.4	49.2	59.4	223.7	31.2	27.5	50.0	143.2	164.2 188.1
MEDIAN	129.3	19.3	25.3	152.8	12.5	25.0	45.0	119.0	148.1 170.3
AVERAGE	140.9	27.1	32.5	168.0	16.8	26.0	42.0	115.1	136.3 157.9
WGT. AVG.									
Q1	115.4	4.2	9.3	116.5	4.0	25.0	32.5	85.0	102.5 121.6
10th									
# of Cos. Rptg:	6	6	5	6	6	5	5	5	5

* No Data Reported

Top quality control position. Responsible for all quality control functions, including devising or approving quality specifications to ensure manufacture and legal compliance, plus analytical testing of raw materials, intermediates, and finished products. Also responsible for chemical, biological, and inspection control.

(Must be responsible for all locations in the company, otherwise do not report.)

2019 POULTRY INDUSTRY COMPENSATION SURVEY

COMPENSATION RANGES BY SURVEY JOB TITLE

Pitman Farms

JOB CODE: **34** SURVEY TITLE: **Food/Ingredient Buyer (1 level)**

Number of Organizations Reporting: **8** Percentage of Organizations Reporting Job Match Larger Than Survey Job : **0.0**

Number of Incumbents Reported: **15** Percentage of Organizations Reporting Job Match Smaller Than Survey Job : **0.0**

Percentage of Incumbents Receiving Bonus Pay : **86.7** Percentage of Organizations Reporting Job As Bonus Eligible: **87.5**

	BASE SALARY	ALL ORGS BONUS	BONUS PAID ONLY ORGS	TOTAL COMP.	ACTUAL INCT%	TARGET OPP%	MAX OPP %	BASE SALARY POLICY	
								MINIMUM	MIDPOINT MAXIMUM
90th									
Q3	177.2	57.3	60.0	216.5	38.6	25.0	53.8	121.7	151.8 182.6
MEDIAN	137.3	22.7	23.2	171.2	17.4	25.0	45.0	94.9	115.9 139.9
AVERAGE	145.3	34.9	39.9	180.2	22.5	26.4	45.0	99.9	127.2 152.5
WGT. AVG.									
Q1	123.0	10.5	13.7	129.8	7.4	20.0	36.0	80.4	111.0 134.6
10th									
# of Cos. Rptg:	8	8	7	8	8	7	6	8	8 7

* No Data Reported

Responsible for the purchase of raw commodities, ingredients and grower's crop in accordance with approved buying programs using established procurement policy. Secures desired quantities and varieties at lowest feasible costs that meet quality specifications and plant production requirements. Negotiates or coordinates with transportation department for raw production transportation rates. Typically reports to a senior executive level position. (Do not include Sourcing/Purchasing positions.)

2019 POULTRY INDUSTRY COMPENSATION SURVEY

COMPENSATION RANGES BY SURVEY JOB TITLE

Pitman Farms

JOB CODE: 35 SURVEY TITLE: HR Shift Supervisor (1 level)

Number of Organizations Reporting: 2 Percentage of Organizations Reporting Job Match Larger Than Survey Job : 0.0

Number of Incumbents Reported: 148 Percentage of Organizations Reporting Job Match Smaller Than Survey Job : 0.0

Percentage of Incumbents Receiving Bonus Pay : 89.2 Percentage of Organizations Reporting Job As Bonus Eligible: 66.7

	BASE SALARY	ALL ORGS BONUS	BONUS		TOTAL COMP.	ACTUAL INCT%	TARGET OPP%	MAX OPP %	BASE SALARY POLICY	
			PAID ONLY ORGS	ORGS					MINIMUM	MIDPOINT MAXIMUM
90th										
Q3	59.7	2.8	3.0		60.0	4.9	9.3	15.5	51.3	63.3 75.3
MEDIAN	52.9	1.6	2.1		54.5	3.0	6.8	10.0	43.3	55.0 66.5
AVERAGE	54.0	1.5	2.3		55.5	2.7	7.1	11.2	44.9	56.9 68.6
WGT. AVG.										
Q1	49.4	0.0	1.6		51.5	0.0	5.0	7.5	37.3	48.5 59.7
10th										
# of Cos. Rptg:	9	9	6		9	9	6	5	7	7

* Human Relations Manager

57.7 0.0 57.7 0.0

Supervise HR activities on a shift. Activities include employment; records maintenance/compliance; policy administration; supervising HR clerical employees; other duties as required.

(Only one level)

2019 POULTRY INDUSTRY COMPENSATION SURVEY

COMPENSATION RANGES BY SURVEY JOB TITLE

Pitman Farms

JOB CODE: 36 SURVEY TITLE: QA Supervisor (1 level)

Number of Organizations Reporting: 12 Percentage of Organizations Reporting Job Match Larger Than Survey Job : 0.0

Number of Incumbents Reported: 290 Percentage of Organizations Reporting Job Match Smaller Than Survey Job : 0.0

Percentage of Incumbents Receiving Bonus Pay : 81.4 Percentage of Organizations Reporting Job As Bonus Eligible: 75.0

	BASE SALARY	ALL ORGS BONUS	BONUS		TOTAL COMP.	ACTUAL INCT%	TARGET OPP%	MAX OPP %	BASE SALARY POLICY	
			PAID ONLY	ORGS					MINIMUM	MIDPOINT MAXIMUM
90th	58.6	4.7			60.9	9.5			56.5	67.4 85.9
Q3	56.4	2.5	3.6		59.8	4.8	10.0	20.0	47.5	61.7 74.1
MEDIAN	49.8	1.5	2.0		51.6	3.0	8.3	11.0	44.0	52.0 61.8
AVERAGE	51.4	1.7	2.2		53.1	3.3	9.1	13.0	43.8	54.8 66.0
WGT. AVG.										
Q1	47.3	0.1	1.0		49.3	0.1	5.3	9.0	38.9	48.4 57.0
10th	43.5	0.0			44.4	0.0			33.1	44.3 52.9
# of Cos. Rptg:	12	12	9		12	12	8	7	11	11

* No Data Reported

Hire, train, monitor and administer job duties for hourly QA personnel.

(Only one level- report exempt level positions only.)

II - 52

WMS & Company, Inc.

PITMAN000442

2019 POULTRY INDUSTRY COMPENSATION SURVEY

COMPENSATION RANGES BY SURVEY JOB TITLE

Pitman Farms

JOB CODE: 37 SURVEY TITLE: Production Superintendent (1 level)

Number of Organizations Reporting: 10 Percentage of Organizations Reporting Job Match Larger Than Survey Job : 0.0

Number of Incumbents Reported: 627 Percentage of Organizations Reporting Job Match Smaller Than Survey Job : 0.0

Percentage of Incumbents Receiving Bonus Pay : 92.8 Percentage of Organizations Reporting Job As Bonus Eligible: 90.0

	BASE SALARY	ALL ORGS BONUS	BONUS PAID ONLY ORGS	TOTAL COMP.	ACTUAL INCT%	TARGET OPP%	MAX OPP %	BASE SALARY POLICY	
								MINIMUM	MIDPOINT MAXIMUM
90th	88.7	10.8		93.3	17.3				
Q3	81.2	7.1	7.2	85.0	10.6	20.0	30.0	65.6	82.5 97.6
MEDIAN	68.4	4.1	4.2	74.1	4.9	11.3	13.5	57.4	67.6 81.1
AVERAGE	70.8	4.7	5.3	75.5	6.9	13.6	21.1	57.6	71.1 84.9
WGT. AVG.									
Q1	62.3	3.0	3.4	69.1	4.5	7.3	11.0	49.2	60.9 70.5
10th	53.5	0.2		56.0	0.4				
# of Cos. Rptg:	10	10	9	10	10	9	8	9	9

* No Data Reported

Responsible for directing a group of first line supervisors and production operations for a department. Reports to Processing Shift/Unit Manager.

(Only one level)

2019 POULTRY INDUSTRY COMPENSATION SURVEY

COMPENSATION RANGES BY SURVEY JOB TITLE

Pitman Farms

JOB CODE: 38 SURVEY TITLE: Cost/Plant Accountant (1 level)

Number of Organizations Reporting: 10 Percentage of Organizations Reporting Job Match Larger Than Survey Job : 0.0
 Number of Incumbents Reported: 121 Percentage of Organizations Reporting Job Match Smaller Than Survey Job : 0.0
 Percentage of Incumbents Receiving Bonus Pay : 90.9 Percentage of Organizations Reporting Job As Bonus Eligible: 70.0

	BASE SALARY	ALL ORGS BONUS	BONUS PAID ONLY ORGS	TOTAL COMP.	ACTUAL INCT%	TARGET OPP%	MAX OPP %	BASE SALARY POLICY	
								MINIMUM	MIDPOINT MAXIMUM
90th	73.4	5.7		73.7	11.5				
Q3	63.3	3.1	4.4	64.5	6.1	13.0	21.3	52.5	65.5 79.8
MEDIAN	53.5	2.0	2.4	55.5	3.4	9.5	20.0	47.0	62.0 70.9
AVERAGE	56.5	2.0	2.9	58.5	3.9	9.8	16.3	47.1	58.8 69.4
WGT. AVG.									
Q1	50.3	0.0	1.7	52.6	0.0	5.0	9.5	41.2	49.8 57.4
10th	44.6	0.0		48.8	0.0				
# of Cos. Rptg:	10	10	7	10	10	6	5	9	9 9

* No Data Reported

Responsible for basic unit accounting functions at the plant/complex level. Duties include preparation of weekly and monthly reports, inventory control, assisting controller with forecasting, maintaining product costs, month end close and annual budget development, processing payables, monitoring capital expenditures and account reconciliation.

(Only one level - report individual contributors, not managers.)

II - 54

WMS & Company, Inc.

PITMAN000444

2019 POULTRY INDUSTRY COMPENSATION SURVEY

COMPENSATION RANGES BY SURVEY JOB TITLE

Pitman Farms

JOB CODE: 39 SURVEY TITLE: Logistics Coordinator (1 level)

Number of Organizations Reporting: 2 Percentage of Organizations Reporting Job Match Larger Than Survey Job : 0.0
 Number of Incumbents Reported: 62 Percentage of Organizations Reporting Job Match Smaller Than Survey Job : 0.0
 Percentage of Incumbents Receiving Bonus Pay : 82.3 Percentage of Organizations Reporting Job As Bonus Eligible: 55.6

	BASE SALARY	ALL ORGS BONUS	BONUS PAID ONLY ORGS	TOTAL COMP.	ACTUAL INCT%	TARGET OPP%	MAX OPP %	BASE SALARY POLICY	
								MINIMUM	MIDPOINT MAXIMUM
90th									
Q3	55.7	5.0	6.6	58.4	9.6	27.5	40.0	51.3	63.3 75.3
MEDIAN	52.0	2.1	3.7	56.6	3.9	10.0	20.0	37.5	51.1 65.0
AVERAGE	50.3	2.5	4.5	52.8	4.6	16.8	25.8	43.3	54.1 64.9
WGT. AVG.									
Q1	41.1	0.0	2.7	41.1	0.0	9.5	14.5	35.8	44.0 54.0
10th									
# of Cos. Rptg:	9	9	5	9	9	5	5	7	7 7
* Live Production Logistics Coordinator									
	43.3	0.0		43.3	0.0				

Coordinates deliveries from the plant to customers. Operates and maintains an efficient inbound material pipeline that supports the plant production schedules to meet customer service objectives. Maintain inventories at optimal level that balances use of working capital against the risk of disruption to production.

(Only one level)

2019 POULTRY INDUSTRY COMPENSATION SURVEY

COMPENSATION RANGES BY SURVEY JOB TITLE

Pitman Farms

JOB CODE: 40 SURVEY TITLE: Human Resources Multi-Region/Multi-Complex

Number of Organizations Reporting: 2 Percentage of Organizations Reporting Job Match Larger Than Survey Job : 11.1

Number of Incumbents Reported: 29 Percentage of Organizations Reporting Job Match Smaller Than Survey Job : 0.0

Percentage of Incumbents Receiving Bonus Pay : 96.6 Percentage of Organizations Reporting Job As Bonus Eligible: 88.9

	BASE SALARY	ALL ORGS BONUS	BONUS		TOTAL COMP.	ACTUAL INCT%	TARGET OPP%	MAX OPP %	BASE SALARY POLICY	
			PAID ONLY	ORGS					MINIMUM	MIDPOINT MAXIMUM
90th										
Q3	163.4	44.2	46.1		190.9	28.5	26.6	50.0	131.9	167.5 206.5
MEDIAN	135.0	29.4	29.6		165.5	18.4	25.0	37.5	111.5	145.7 178.3
AVERAGE	138.8	28.1	31.6		166.9	19.3	24.1	40.6	115.0	148.8 182.5
WGT. AVG.										
Q1	120.3	15.8	22.0		140.7	11.9	22.0	33.0	99.2	129.5 162.7
10th										
# of Cos. Rptg:	9	9	8		9	9	8	7	6	6 6

* Human Resources Manager

80.0 0.0 80.0 0.0

Responsible for all Human Resources activity for multiple complexes, multiple plants and/or multiple regions. Typically, an upper management, Director or lower VP level.

(Only one level)

2019 Poultry Industry Compensation and Benefits Survey

III. BENEFITS

All data is displayed in summary form and in the aggregate except where summary of data would be unduly difficult and not meaningful. In such instances, actual data is displayed but the company is not identified.

